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# CAUT ACPPU BULLETIN

Voi 57 N° 7 // Septembre 2010 septembre // Canada's Voice for Academics // La voix des universitaires du Canada

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## Harper Told: 'Restore Long-Form Census'

**M**ORE than 300 organizations have joined the call for the Harper government to reinstate the mandatory long-form census since the federal government announced it would be replaced by a voluntary survey.

"Stakeholders ranging from the business community, to university researchers to social justice advocates are raising their voices to oppose this move," reads an online petition to overturn the government's decision at [www.gopetition.com/petitions/keep-the-canadian-census-long-form.html](http://www.gopetition.com/petitions/keep-the-canadian-census-long-form.html) that has collected more than 16,000 signatures.

The government axed the long form for the 2011 census claiming it had received privacy complaints from many Canadians, but has presented no evidence to this effect. The short-form census remains mandatory.

The change was made without any consultation or input from the broad range of people and groups affected by the decision.

The government also ignored advice from Statistics Canada, whose head quit in July over the government's assertion the agency had agreed that a voluntary replacement would be as statistically sound.

"Provincial governments use data exclusively available from the long-form census to guide services for their communities as well as develop policies for elementary, secondary and post-secondary education," said CAUT executive director James Turk.

Local governments and school boards rely on census data to plan for the future, he said. "Decisions informed by demographics of neighbourhoods are made on where to locate schools, transportation services, community and social services, day cares and language program for new Canadians.



"Only the detailed long-form census can provide enough information to determine the needs of communities and their social and demographic characteristics," Turk said. "For example, it is the only reliable source of information on the location and numbers of Aboriginal Canadians."

He pointed out that new businesses use long-form census data to decide where to set up

shop, examining measures such as education levels, incomes and occupations in particular areas. Existing companies use census data to know where to focus their marketing, where to locate new stores and what products to offer in which outlet.

"The mandatory long-form census is used as

See HARPER TOLD Page A8 →

## Mobilisation en faveur du recensement détaillé

**P**LUIS de 300 organismes se sont mobilisés pour réclamer le rétablissement du formulaire détaillé obligatoire du recensement depuis que le gouvernement Harper a décidé de rendre désormais facultative la participation à cette enquête.

Des intervenants provenant d'horizons aussi divers que le milieu des affaires, la recherche universitaire et la promotion de la justice sociale manifestent haut et fort leur opposition à cette mesure et demandent au gouvernement de reconsidérer sa décision à travers le texte d'une pétition en ligne qui a réuni jusqu'à présent plus de 16 000 signatures ([www.gopetition.com/petitions/keep-the-canadian-census-long-form.html](http://www.gopetition.com/petitions/keep-the-canadian-census-long-form.html)).

Pour justifier l'abolition du formulaire long en vue du recensement de 2011, le gouvernement invoque les nombreuses plaintes qu'il

aurait reçues de Canadiens, mais sans présenter de preuves à l'appui de cette affirmation. La version abrégée du formulaire demeure toutefois obligatoire.

Les modifications au processus du recensement ont été décidées sans aucune consultation ni sondage auprès du vaste groupe d'intervenants concernés.

Le gouvernement a par surcroît fait fi des recommandations de Statistique Canada, dont le chef a remis sa démission en juillet, expliquant que l'organisme n'avait jamais convenu, comme le prétendait le gouvernement, qu'un recense-

ment à participation facultative serait tout aussi valable statistiquement.

« Les gouvernements provinciaux utilisent exclusivement les données du formulaire détaillé pour établir l'orientation des services offerts à leurs populations et pour élaborer les politiques qui régissent l'éducation élémentaire, secondaire et postsecondaire », observe le directeur général de l'ACPPU, James Turk.

De même, les administrations locales et les conseils scolaires comptent sur les données du

Voir MOBILISATION à la page A6 →

CAUT Bulletin ACPPU  
2705, promenade Queensview Drive  
Ottawa (Ontario) K2B 8K2

1953-2010  
In print 57 years/Publié depuis 57 ans  
ISSN 0007-7887



# CAUT IACPU BULLETIN

PUBLISHED BY / PUBLIÉ PAR  
Canadian Association of University Teachers  
Association canadienne des professeurs et  
professeurs d'université

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The *CAUT Bulletin* is published each month September through June. Average distribution 45,500. Classified ads and a selection of articles are available at [cautbulletin.ca](http://cautbulletin.ca). Career ads are available at [academicwork.ca](http://academicwork.ca).

Le *Bulletin de l'ACPU* est publié chaque mois, de septembre à juin. Tirage moyen : 45 500 exemplaires. Les petites annonces et un choix d'articles sont reproduits dans le *Bulletin* en ligne, sur le site [appubulletin.ca](http://appubulletin.ca). Des offres d'emploi sont publiées sur le site [travailacademique.ca](http://travailacademique.ca).

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# COMMENT OPINIONS

## LETTERS

### Politicizing epistemology

Questions of epistemology ("Trent Leads in Recognition of Indigenous Knowledge," *CAUT Bulletin*, June 2010) should not be decided politically or by university administrations (whose judgement is suspect in so many areas), but rather by academics properly trained in academic disciplines that concern themselves with the nature of knowledge.

In presuming that the ethnocentric ways of knowing of a particular group (i.e., Aboriginals) are somehow more valid than ways of knowing embraced by other non-academic groups (e.g., Christians, Muslims, farmers, mechanics ...), CAUT has betrayed not only any semblance of commitment to reason and science, but also the many colleagues who believe that academic ways of knowing enjoy a special status that is well earned given how much they have demonstrably advanced human understanding and wellbeing around the globe.

Consider the unbelievably broad scope of indigenous knowledge. According to the article, it encompasses "theories of the universe and how it works; the nature of human beings and others; the nature of society and political order; the nature of the world and how to live within it, and human motivation, among many other aspects of life."

Proponents of indigenous ways of knowing essentially lay claim to all domains that academics have worked so hard to understand in ways that transcend ethnocentric views: biology, psychology, sociology, ethics, and so on.

Epistemology aside, anyone concerned with university teaching should be dismayed that CAUT would throw out centuries of academic tradition and culture instead of promoting their value to all people, including indigenous groups around the world. Understanding indigenous theories of how the universe works (which theories?), for example, will not help indigenous students become

doctors or engineers – indeed ethnocentric beliefs will become yet another systematic and perhaps insurmountable barrier to such careers.

Lest my concerns be dismissed as the ranting of a White Male, let me quote Meera Nanda (1998), a female scholar from India, who urged rejection of the ethnocentrism promoted by misguided Western liberals because it "... dehumanizes us by denying us the capacity for a reasoned modification of our beliefs in the light of better evidence made available by the methods of modern science ... enjoins us to stop struggling against the limits that our cultural heritage imposes on our knowledge and our freedoms and ... limits people's science movements in non-Western societies that strive to challenge the claims of local standards of truth and morality."

Simply put, it is not the place of university administrations or faculty organizations to decide complex issues about the nature of knowledge and its acquisition. CAUT's politicizing of epistemology betrays the very essence of what universities stand for (despite much contemporary pressure to betray traditional academic values) and greatly diminishes CAUT's credibility with many academics and thoughtful laypeople alike.

Jim Clark  
Psychology  
University of Winnipeg

### CAUT replies

Jim Clark is right to say that academics should be concerned with the nature of knowledge. And, indeed, the Trent University vision statement about which I wrote was debated and adopted by academics, whom I assume were "properly trained in the academic disciplines."

But the error is in his dismissal of indigenous knowledge as just another "ethnocentric way of knowing," akin to the knowledge that "Christians, Muslims, farmers, mechanics" hold dear.

I hope most scholars would not lightly dismiss Canada's colonial history and its failure to acknowledge the value of indigenous peoples' contributions to knowledge.

Distinguished scholar Marie Battiste of the University of Saskatchewan has written of the "explosive growth" in scholarly research on the relevance of indigenous knowledge for academic disciplines. One example she gives is how indigenous knowledge has been acknowledged for its contribution to the study of biological diversity and sustainability. I doubt the young indigenous doctors and engineers about whom Professor Clark is worried, would do better in a university environment from which indigenous knowledge was banished.

At the crux of Professor Clark's argument is his view that "Proponents of indigenous ways of knowing essentially lay claim to all domains that academics have worked so hard to understand." Thus, he conceives of indigenous knowledge as exclusive, imperialistic, and competing with the scientific stance of the academic disciplines. But this is a caricature. Indigenous knowledge enriches but does not displace other forms of knowledge.

Professor Clark ends his letter with the admonition that faculty organizations have no role to play in deciding complex issues about knowledge. I cannot agree. Faculty organizations, including faculty associations and unions are made up of faculty members fully capable of putting their minds to this task. Indeed it is these organizations that have fought vigorously through collective bargaining, grievance and arbitration to expand and defend the rights of their members to pursue different paths to knowledge and for the collegial rights that Professor Clark assumes exist only in their absence.

Penn Stewart  
President  
CAUT

## IN MEMORIAM

### Desmond Morley 1941–2010



Desmond Morley, who worked for many years as the executive director of the Federation of New Brunswick Faculty Associations, died on August 28, 2010. He was 68. His obituary can be found at [www.scotth.com](http://www.scotth.com). If desired, donations can be made to the Canadian Cancer Society.

Desmond Morley, qui a occupé pendant de nombreuses années le poste de directeur général de la Fédération des associations de professeurs et professeurs d'université du Nouveau-Brunswick, est décédé le 28 août à l'âge de 68 ans. Une notice nécrologique est publiée sur le site [www.scotth.com](http://www.scotth.com). Les personnes qui le désirent peuvent faire des dons à la Société canadienne du cancer.



"If we switch to adult education only, you can just teach on Saturdays."



## PRESIDENT'S COLUMN

## Social Programs Victimized by Census Change



By PENNI STEWART

SUMMER, the season of madcap antics, went wild this year with Industry Minister Tony Clement's quiet announcement, one Saturday afternoon in June, that the federal government was dropping the mandatory long-form census in favour of a voluntary survey. So much has been written about the impact of this decision on the ability to obtain robust and reliable information on key issues like immigration, family and household structure, racialization, disability, demography and employment that it needs no comment. It's hard to think of another policy change that has so united groups across the political spectrum, from bankers, small business and market researchers to provincial governments, city planners, religious groups, the Canadian Association of Statisticians,

university and college educators, NGOs, and even two (both now former) chief statisticians. CAUT has been in the forefront of the protest.

Recent census information has been used to provide samples for two important "post-censal" surveys — based on re-interviews with individuals identified as having some particular characteristic. The Participation and Activity Limitation Survey is the only systematic source of information on persons with disabilities. It has been discontinued. Similarly, the Aboriginal Peoples Survey (APS) provides the only data on the social and economic conditions of Aboriginal people living on and off reserves. While it will continue, apparently, Aboriginals living in urban locations will be disproportionately undercounted by the changes to the census, undermining the APS.

More generally, the long-form census is the primary source of information on the demographic and socio-economic characters of racial-

ized Canadians. Behind the rhetoric of privacy, the census cancellation seems to represent an explicit effort to undermine the measurement of inequality across the board, not only regarding racialization and disability, but also inequality related to community, gender, immigration and language.

A number of national surveys supplying unique data have been or are about to be cut. In 2009, the Workplace and Employee Survey, a yearly survey of employers on job vacancies, benefits and pension was discontinued. And there is no commitment to regular studies of wealth, which it turns out is much more unequally distributed than income.

Dropping the mandatory long census is driven ideologically by a government that has become known for its secretive nature and desire to control information and which deeply distrusts Statistics Canada and its data. Writing on The Mark's blog on July 23, Paul Saurette argues that by reducing the amount of

available information and by making the data that is collected less credible, the government has set out to create barriers to the work of social critics. Destroying the comparability of the census back to 1971, it will be impossible to track social and structural changes over time.

Saurette argues that: "The less visible these structural issues are, the less likely it is that advocacy groups will be able to persuade Canadians that government programs are necessary. The less government programs seem necessary, the less government itself seems valuable. And the less government itself seems valuable, the more likely it is that conservative market-oriented values and principles can flourish."

The census debacle is the culmination of a strategy that began with the 2006 cuts to programs dedicated to gender equality, like the \$5 million cut from the research budget of Status of Women Canada and the closure of 12 of their 16 offices and the drastic reduction to the

court challenges program, which funded human rights cases. Also terminated in 2006 was funding for the Law Reform Commission of Canada, an independent body established in 1971 to keep federal laws up to date and analyze key public policy issues.

In 2008 there were cuts to the Canadian Council on Social Development, the Childcare Resource and Research Unit, the National Association of Women and the Law, and the Women's Legal Education and Action Fund. A year later, public policy, social justice and advocacy groups felt the pinch, beginning with the removal of funding for the Canadian Policy Research Networks and of Kairos, an organization with a mandate to advance human rights and training around the globe that had been funded by the Canadian International Development Agency since 1973.

Promoting and defending rights became even harder this year with

See SOCIAL PROGRAMS Page A4 →

## LE MOT DE LA PRÉSIDENTE

## Recensement : un changement d'orientation préjudiciable aux programmes sociaux

Par PENNI STEWART

L'ÉTÉ, saison propice aux piteuses, factées et autres cabrioles, a déchaîné cette année une féroce polémique lorsque le ministre de l'Industrie Tony Clement a discrètement annoncé, par un samedi après-midi de juin, que le gouvernement fédéral remplaçait le questionnaire détaillé obligatoire du recensement par une version abrégée à participation facultative. Tant de choses ont été écrites sur les répercussions éventuelles de cette décision sur les moyens de recueillir des données étoffées et fiables sur des questions clés comme l'immigration, la famille et la structure du foyer, l'origine ethnique, l'incapacité, la démographie et l'emploi qu'il n'est nullement besoin d'en rajouter. On peut difficilement imaginer un changement d'orientation qui aura réuni dans un même concert d'indignation banquiers, petites entreprises, responsables d'études de marché, urbanistes, groupes religieux, professeurs d'université et de collège, ONG, l'Association canadienne des statisticiens et même deux (désormais anciens) statisticiens en chef. L'ACPPU est également aux premières lignes du mouvement d'opposition.

Les données du dernier recensement ont permis de constituer les échantillons sur lesquels s'appuient

deux importantes enquêtes post-censitaires — à partir de réentrevues menées avec des personnes identifiées comme ayant certaines caractéristiques. L'Enquête sur la participation et les limitations d'activités — maintenant abandonnée — était l'unique source d'information systématique sur les personnes ayant une incapacité. De même, l'Enquête auprès des peuples autochtones (EAPA) est la seule qui permette de recueillir des données sur les conditions sociales et économiques des Autochtones vivant dans les réserves et à l'extérieur. Même si l'EAPA continuera, semble-t-il, d'être effectuée, elle souffrira, en conséquence de la réforme de la formule de recensement, d'un sous-échantillonnage disproportionné des Autochtones vivant dans les milieux urbains.

De façon plus générale, les données sur les caractéristiques démographiques et socio-économiques des Canadiens racialisés sont produites principalement à partir des résultats du recensement détaillé. Sous le prétexte d'une atteinte à la vie privée, la décision de supprimer le long questionnaire semble s'inscrire dans un effort explicite d'empêcher toute mesure des disparités, non seulement selon l'origine ethnique et l'incapacité, mais aussi selon la communauté, le sexe, le statut d'immigration et la langue.

Plusieurs enquêtes nationales généralistes de données uniques ont été éliminées ou sont sur le point de l'être. L'enquête annuelle des employeurs sur le milieu de travail et les employés, qui était axée sur un large éventail de questions telles que les emplois disponibles, les avantages sociaux et les régimes de retraite, a été abandonnée en 2009. Et aucun intérêt n'est porté à la nécessité de mener périodiquement des études sur la richesse, laquelle est en fait répartie beaucoup plus inégalement que le revenu.

L'abandon du questionnaire long obligatoire est motivé par l'idéologie d'un gouvernement désormais connu pour sa propension au secret et sa volonté de contrôler l'information, et profondément méfiant envers Statistique Canada et ses données. Dans un billet publié sur son blogue *The Mark* le 23 juillet dernier, Paul Saurette fait valoir que le gouvernement, en s'employant à réduire le volume de l'information accessible et à entacher la crédibilité des données collectées, cherche à faire entrave à l'action des critiques sociaux. Le travail de sappe de la comparabilité des données du recensement acquises depuis 1971 rendra impossible de suivre l'évolution dans le temps des changements sociaux et structurels.

Paul Saurette tient le raisonnement suivant : « Moins ces questions structurelles attireront l'attention, moins il est probable que les groupes de pression seront en mesure de persuader les Canadiens de la nécessité des programmes gouvernementaux. Moins les programmes gouvernementaux apparaîtront nécessaires, moins le gouvernement proprement dit semblera d'une grande utilité. Et moins le gouvernement proprement dit semblera d'une grande utilité, plus les valeurs et les principes conservateurs asservis au marché seront susceptibles de sévir. »

Le fiasco entourant le recensement est le point culminant d'une stratégie entamée en 2006 avec les compressions faites dans les programmes consacrés à l'égalité des sexes, pour exemple les 5 millions de dollars retranchés du budget de recherche de Condition féminine Canada et la fermeture de 12 de ses 16 bureaux et les coupes sombres opérées dans le Programme de contestation judiciaire, qui servait à financer les recours judiciaires en matière de droits de la personne. C'est en 2006 également qu'il était mis fin au financement de la Commission de réforme du droit du Canada, cet organisme indépendant créé en 1971 pour assurer la tenue à jour des lois fédérales et analyser les enjeux politiques clés.

En 2008, c'était au tour du Conseil canadien de développement social, du Childcare Resource and Research Unit de l'Université de Toronto, de l'Association nationale Femmes et Droit ainsi que du Fonds d'action et d'éducation juridiques pour les femmes de subir des compressions. L'année suivante, les répercussions se sont étendues aux groupes de pression et aux organismes de défense d'intérêt public et de promotion de la justice sociale, dans un premier temps par le retrait des fonds alloués aux Réseaux canadiens de recherche en politiques publiques et à Kairos, un organisme voué à la promotion des droits humains et de la formation dans le monde qui était financé par l'Agence canadienne de développement international depuis 1973.

Il est devenu encore plus difficile cette année de travailler à la promotion et à la défense des droits après la fermeture des bureaux de la commission des droits de la personne à Toronto, Halifax et Vancouver. Les fonds versés à une bonne dizaine d'organismes de défense des droits à l'égalité des sexes et des races ont été amputés, notamment ceux du Conseil canadien pour la coopération internationale, du Centre pour les droits à

Voir RECENSEMENT à la page A7 →



# Higher Ed Carries Hefty Price Tag Copyright Ruling Impacts Education Sector

**M**ARITIME university graduates are paying an average of \$31,047 for their education, according to a Maritime Provinces Higher Education Commission report released in June.

The report on the Class of 2003 also said less than 25 per cent of students who borrowed to finance their education had managed to pay off their debt five years after graduation.

"New Brunswick and Maritime students continue to accrue crippling levels of debt," said Dennis Desroches, president of the Federation of New Brunswick Faculty Associations. "The prospect of significant debt results, at best, in students working as many as two or three jobs while trying to maintain good grades, and at worst, in deterring students from attending university altogether."

The report also noted that tuition fees have increased between 20 and 35 per cent over the past decade.

"Student debt levels also have profound effects on the professoriate, as student debt increases further as students pursue graduate education," Desroches said. "Student debt has become faculty debt, to the point where studies at the graduate level have become less and less realistic for talented students. This means, for the future, that not only will attending university increasingly become, as it once was, a mark of privilege, but also teaching there."

Geography continues to be a major determining factor to the

66

Maritime students continue to accrue crippling levels of debt.

— Dennis Desroches, FNBFA president



accessibility of post-secondary education in Canada. Tuition fees in Ontario are currently the highest in the country at \$5,951, followed by Nova Scotia at \$5,696. Tuition fees are \$2,619 in Newfoundland and Labrador.

"For 20 years students in Nova Scotia paid the highest tuition fees

in the country," said Elise Graham, chairperson for the Nova Scotia chapter of the Canadian Federation of Students. "The only sure-fire way to reduce student debt is to invest in grants and reduce tuition fees."

Version française à la page A7.

**I**N July, the Federal Court of Appeal released its decision on the tariff Access Copyright can levy against K-12 schools to reproduce educational material.

Canada's K-12 sector, represented by provincial ministries of education and school boards, earlier this year challenged a ruling of Canada's Copyright Board to allow Access Copyright to significantly increase the fee that primary and secondary schools pay for paper copies of copyrighted material and requested a judicial review by the appeal court. CAUT intervened in the appeal court to promote a deeper understanding of "fair dealing" (the right to copy material without permission or payment in certain circumstances), and, failing that, to ensure that any negative fallout of the decision would be confined to the issue's particular factual circumstances.

"The court's decision can be seen as largely limited to the reproduction of curriculum-specific textbooks in the K-12 setting, and to this extent we are pleased that CAUT's input was reflected in the ruling," said Sam Trosow, a law professor at the University of Western Ontario and chair of CAUT's advisory committee on copyright. "But other aspects of the decision are more worrisome." In particular, CAUT questions the lack of adequate analysis of the relationship between fair dealing and educational instruction.

"Our hope is that the school boards will seek review of this de-

cision to the Supreme Court," Trosow said. "While limited to the facts on the record in this case, the ruling fails to provide the clarity and precision that the educational community was seeking."

For CAUT the decision also underlines the urgent need for educational institutions to implement written policies that clarify and positively promote fair dealing along the lines endorsed by the Supreme Court of Canada in the CCH v. Law Society case. The absence of such codification is a vulnerability to advancing the rights of the users of copyright material.

"The decision is a disappointment for the educational community," Trosow said. "But we have to put it in its overall context — the rights of students and teachers to access and use works have been steadily advancing over the last decade."

He said Canadian court decisions have been overwhelmingly in favour of user rights and that the proposed copyright legislation before Parliament expands fair dealing. Even in the United States the copyright office has just affirmed new exceptions to digital locks provisions that recognize fair-use rights, Trosow said. ■

## RELATED ARTICLE

CAUT Bulletin January 2010  
"Copyright Intervention: The Price of Knowledge"

Version française à la page A5.

## Victories Large & Small in Fight for Pro-Rata Terms

➔ From PAGE A9

What it meant was pro-rata pay, full benefits, and the right to accumulate work up to full time, but college officials protested. Locally, the parties agreed to merge the continuing part-time and sessional lists to create a non-regular seniority list, whereby any member with 25 weeks of cumulative service would earn the right of first refusal and some benefits.

It took almost two years to bargain regularization and nail down the letter of understanding. The process involved notice to bargain for those who wanted to do so, a period of bargaining to narrow issues, a referral to the joint administration and dispute resolution committee, and then a named arbitrator, Donald Munroe.

It became clear very quickly that local employers wanted nothing to do with negotiations, and at CNC, wanted to tie together the letter of understanding with the outcome

of regularization negotiations. CIEA took its two strongest cases (i.e., those closest to regularization language we wanted) at Malaspina and Kwantlen to arbitration: the former lost the right of first refusal, but other parameters were clarified, and further bargaining led to agreements by the fall of 2000.

The dispute over the letter of understanding, which saw CNC threatening to take the Post-Secondary Employers' Association (its agent) to the province's labour board for agreeing without the local's say so, was settled when the institution was assured that costs were part of the provincial settlement and would not come out of its budget. And what was estimated at costing \$75,000 ended up costing \$250,000 — the difference between secondary scale pay with minimal benefits and pro-rated jobs on the provincial scale with full benefits.

These settlements opened the way for dozens more to be regularized, a major step forward at CNC and

several other institutions around the province.

Progress for contract academic staff slowed down considerably in the last decade. Although common bargaining in 2001 achieved about 12 per cent over three years, a maternity leave employment insurance top-up and an employer-paid common disability plan, the Liberals who won power in May of that year did not fund years two and three, and large numbers of faculty were laid off across the province.

The 2004 mandate, coming after core reviews, service cuts, wage roll-backs and stripped contracts, was zero per cent for two years. FPSE and BCGEU faculty negotiators put available money on the top step, mined agreements for a wage increase, and agreed to a third year for 1.5 per cent + x, one year beyond the mandate, with the x tied to the first-year settlement of the BCGEU master agreement. The amount turned out to be 63 cents per hour, which did not translate well to our

salary grid, so we ended up with 2 per cent while the rest of the public sector got 2.6 per cent.

Finally, the 2007 round was the famous bonus/bribe round, where the public sector was given about 2.5 per cent per year along with a \$4,000 bonus if we agreed to contracts that expired after the 2010 Olympics, when we'd get another \$1,500 dividend if there was a budgetary surplus! No one was holding their breath for the dividend, but few foresaw the global meltdown either. Sadly, there was not much beyond the basic wage increase for contract academic staff, and as they are paid well below standard, the raises were also well behind regular academic staff increases.

One of the priorities in the 2010 round of bargaining is the elimination of secondary scales, although a staged phase-out might be a more achievable goal. Unions are also demanding more money for everyone, better inflation protection for pensions, and a small list of other

improvements, including academic freedom for those who do not have it in their agreements.

The government, on the other hand, has frozen public sector wages. If we want something, we have to pay for it. This context does not bode well for any improvements, but we are committed to improving working conditions for contract academics, and our actions over the years show steady progress. We have also learned that political action can only help — as long as right-wing, cost-cutting governments are in place, our quest for better treatment falls on deaf ears.

The incremental approach will have to do until the stars align, and the pro-rata model is always our goal no matter what obstacles are placed in our way. ■

George Davison is secretary-treasurer of the Federation of Post-Secondary Educators of BC and a member of CAUT's Contract Academic Staff Committee.

The views expressed are those of the author and not necessarily CAUT.

## Social Programs Victimized by Census Change

➔ From PAGE A3

the closure of human rights offices in Toronto, Halifax and Vancouver. Funds to a dozen organizations devoted to promoting gender and racial equality rights were slashed, including the venerable Canadian Council for International Co-operation, the Centre for Equality Rights in

Accommodation and the Aboriginal Healing Foundation.

Even more chilling is the now openly expressed belief that speaking critically about government policies leads to quick retribution. This was brought home by a recent Globe and Mail article in which the Prime Minister's Office had apparently reacted to a play included in

Toronto's SummerWorks Theatre Festival, which receives funding from three levels of government, saying they were "extremely disappointed" that federal money was being used to fund plays that "glorify terrorism."

We need to fight this erosion of civil rights and democratic institutions. Recently, CAUT joined

Voices-Voix, a new coalition of organizations working to defend our democratic space. The group has released a declaration that asserts, "Since 2006, the government of Canada has systematically undermined democratic institutions and practices, and has eroded the protection of free speech, and other fundamental human rights."

The declaration calls on the federal government to respect the right to freedom of opinion and expression, to act in accordance with Canada's democratic traditions and values and to be more transparent. ■

## ON THE NET

Sign the Raise Your Voices' petition at [www.voices-voix.ca/en/declaration](http://www.voices-voix.ca/en/declaration).



## NEWS ACTUALITÉS

## Une FAQ sur les examens par les pairs

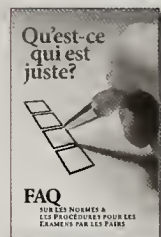
L'ACPPU a produit un guide d'information gratuit sur les comités d'examen par les pairs, sous forme de Foire aux questions (FAQ), à l'intention du personnel académique.

Le guide *Qu'est-ce qui est juste?* FAQ sur les normes et les procédures pour les examens par les pairs, élaboré par le Comité de la liberté académique et de la permanence de l'emploi de l'ACPPU, met l'accent sur les principaux aspects des examens par les pairs, tels l'intégrité du processus, les conflits d'intérêts et la composition des comités de pairs.

Selon la présidente de l'ACPPU, Penny Stewart, la publication d'un tel guide constitue une démarche importante pour aider à garantir que les décisions académiques concernant l'évaluation des travaux d'érudition et l'octroi de la permanence et des promotions sont prises de façon juste, impartiale et éclairée, en conformité avec les règles généralement admises.

« Le guide propose une approche générale des questions en jeu et se veut un complément aux conseils et orientations que les pairs examinateurs peuvent recevoir de leurs associations locales dans le contexte des politiques et procédures propres à leurs établissements », explique Mme Stewart.

« L'examen par les pairs a une incidence inévitable sur nos carrières. Nous espérons que le guide se révélera utile à nos membres. » ■



La publication est téléchargeable en format PDF sur le site web de l'ACPPU. Les associations membres peuvent passer une commande par lot en communiquant avec le secrétariat de l'ACPPU.

## New Brunswick Shuts Down Lansbridge U

THE New Brunswick government is shutting down Lansbridge University, a Fredericton-based online for-profit university, over administration and finance irregularities.

The move follows a recommendation from the Maritime Provinces Higher Education Commission, which provides the province with quality assurance for degree-granting private institutions.

The private school, which billed itself as Canada's premier online business university, has been under review by the commission since 2008.

In 2009 the school was ordered to comply with four conditions: inform its students that it had failed the assessment, correct the areas identified as deficient by the commission, implement a student protection agreement and pay for a second review.

A second assessment concluded earlier this year found that the problems persisted, so the government ordered an inspection by academic governance experts, who verified Lansbridge still hadn't corrected the issues found in each of the reviews.

"Following two failed institutional reviews, a subsequent onsite inspection found that Lansbridge University was still non-compliant and significantly sub-standard, and as a result, did not meet the standards outlined in the Degree Granting Act and regulations," said an Aug. 20 statement from the province's department of post-secondary education.

Mireille Duguay, the commission's CEO, told the Globe and Mail that Lansbridge lacked credibility.

"If you're going to be granting degrees in this province, the institution that will grant those degrees has to

be credible in the pan-Canadian perspective," she said. "As such, (there) are certain standards that have to be abided to that are not the same standards as you may have for a little convenience store."

The New Brunswick school, which had about 170 students, is part of a for-profit education empire owned by Vancouver businessman Michael Lo. Two more of Lo's schools — Lansbridge University and Kingston College in Vancouver — were shut down by the BC government in 2007.

The provincial government suspended operations at BC Lansbridge after an independent inspector concluded it had advertised programs illegally, provided misleading information to government, exposed students to financial risk, offered inadequate services and kept sloppy student files, including transcripts printed on the back of recycled e-mails.

Similar charges led to the shutdown of Kingston College.

"We protested the government's decision to license Lansbridge back in 2001 because we anticipated these kinds of problems and because we didn't want to see our badly underfunded public universities and colleges having to compete for public funds with for-profit degree-granting institutions," said James Turk, CAUT's executive director.

"It's time that governments across Canada learn from the scandals that have plagued so many of these private schools and recognize that no-one except the owners and shareholders are benefiting from these kinds of enterprises in the long term — not the students, not the staff, and certainly not Canada's public post-secondary education system as a whole." ■

## Droit d'auteur : une décision judiciaire lourde de conséquences pour le secteur de l'éducation

LA Cour d'appel fédérale a rendu en juillet dernier sa décision sur le tarif des redevances qu'Access Copyright peut imposer aux établissements d'enseignement du primaire et du secondaire pour reproduire des documents à des fins éducatives.

Le secteur canadien des écoles primaires et secondaires, représenté par les ministres provinciaux de l'éducation et les conseils scolaires, avait contesté au début de l'année la décision prise par la Commission du droit d'auteur du Canada de permettre à Access Copyright d'augmenter considérablement les redevances de droits d'auteur que les établissements d'enseignement du primaire et du secondaire doivent payer pour reproduire du matériel à des fins éducatives, et ils ont déposé une demande de contrôle judiciaire devant la Cour d'appel fédérale. L'ACPPU s'est portée partie intervenante dans cette affaire afin de contribuer à une meilleure compréhension du concept d'utilisa-

tion équitable » (le droit de reproduire à certaines fins une œuvre protégée par le droit d'auteur sans obtenir l'autorisation du titulaire de ce droit ni lui verser une somme à titre de dédommagement) et, à défaut de quoi, de veiller à ce que toutes répercussions négatives de la décision soient confinées aux circonstances factuelles particulières de l'espèce.

« On peut considérer que la décision de la cour se limite en grande partie à la reproduction de matériel didactique se rapportant à des programmes d'études précis de la maternelle à la 12<sup>e</sup> année, et, dans ce sens, nous nous réjouissons que les arguments avancés par l'ACPPU aient été pris en compte », affirme Sam Trosow, professeur de droit à l'Université de Western Ontario et président du comité consultatif du droit d'auteur de l'ACPPU.

« Mais d'autres aspects de la décision n'en demeurent pas moins préoccupants. » L'ACPPU s'interroge tout particulièrement sur le fait que

l'on n'ait pas suffisamment bien analysé le rapport entre l'utilisation équitable et l'enseignement.

« Il est à espérer que les conseils scolaires contesteront cette décision devant la Cour suprême », indique le professeur Trosow. « Bien qu'elle soit limitée aux éléments factuels en l'espèce, la décision n'apporte pas les éclaircissements et les précisions que cherchait la communauté éducative. »

De l'avis de l'ACPPU, ce jugement de la cour d'appel fédérale met en évidence la nécessité pour les établissements d'enseignement d'adopter sans délai des politiques écrites qui clarifient et favorisent l'utilisation équitable dans le droit fil de la position prise par la Cour suprême du Canada dans l'affaire *CCH c. Barreau du Haut-Canada*. L'absence d'une telle codification fragilise la promotion des droits des utilisateurs de matériel protégé par un droit d'auteur.

« La décision suscite certes la déception au sein de la communauté

éducative », observe M. Trosow, « mais il nous faut l'envisager dans son contexte global, car le droit des étudiants et des enseignants d'accéder à des œuvres et de les utiliser n'a cessé de progresser au cours de la dernière décennie. »

Les décisions des tribunaux canadiens, souligne-t-il, ont été majoritairement favorables aux droits des utilisateurs, et le projet de loi sur le droit d'auteur présenté au Parlement élargit la portée de l'utilisation équitable. Et même aux États-Unis, ajoute-t-il, le bureau du droit d'auteur vient de confirmer de nouvelles exceptions aux dispositions portant sur les serrures numériques qui reconnaissent l'utilisation équitable. ■

## ARTICLE CONNEXE

Bulletin de l'ACPPU, janvier 2010

« Contestation judiciaire dans le dossier du droit d'auteur »

English on page A4.

## Le gouvernement du N.-B. ferme l'université privée Lansbridge

LE gouvernement du Nouveau-Brunswick a annoncé qu'il mettait fin aux activités de l'université Lansbridge — un établissement virtuel à but lucratif basé à Fredericton — en raison d'irrégularités administratives et financières.

La décision fait suite à une recommandation de la Commission de l'enseignement supérieur des Provinces maritimes, qui est chargée de l'assurance de la qualité des universités privées conférant des grades.

L'établissement privé, qui s'autoproclamait la principale université commerciale en ligne au Canada, faisait depuis 2008 l'objet d'un examen par la commission.

En 2009, l'établissement a reçu l'ordre de se conformer à quatre conditions, à savoir informer ses étudiants qu'il avait échoué l'évaluation, corriger les lacunes relevées

par la commission, garantir la protection des étudiants et subir une seconde évaluation à ses frais.

Terminée plus tôt cette année, cette seconde évaluation a permis de constater que les problèmes persistaient. Le gouvernement a alors chargé des spécialistes en gouvernance universitaire de procéder à une inspection de Lansbridge, qui n'avait toujours pas remédié aux lacunes mises en lumière par chacune des évaluations.

Dans un communiqué rendu public le 20 août, le ministre provincial responsable de l'éducation post-secondaire a déclaré ce qui suit :

« Après avoir échoué à deux évaluations institutionnelles, il a été constaté, à la suite d'une inspection sur place, que la Lansbridge University n'était toujours pas conforme à la norme et qu'elle offrait des programmes visiblement inférieurs

à celle-ci. Par conséquent, l'université ne satisfaisait pas aux exigences décrites dans la Loi sur l'attribution de grades universitaires et son règlement d'application. »

La directrice générale de la commission, Mireille Duguay, a indiqué au *Globe and Mail* que Lansbridge manquait de crédibilité. « L'établissement qui se donne pour vocation de conférer des grades dans cette province se doit d'être crédible dans une perspective pan-canadienne », a-t-elle dit. « Et à ce titre, il doit se conformer à certaines normes qui ne sont pas les mêmes qui peuvent exister pour le dépanneur du coin. »

Quelque 170 étudiants étaient inscrits aux programmes de formation en ligne de l'université Lansbridge, qui fait partie de l'empire de l'éducation à but lucratif de l'homme d'affaires de Vancouver

Michael Lo.

Deux autres de ses établissements — la Lansbridge University et le Kingston College établis à Vancouver — ont été fermés par le gouvernement de la Colombie-Britannique en 2007. Ce dernier a mis fin aux activités de Lansbridge après qu'un inspecteur indépendant eut conclu que l'université avait annoncé ses programmes illégalement, communiqué des renseignements fallacieux au gouvernement, exposé des étudiants à des risques financiers, offert des services inadéquats et négligé la tenue des dossiers des étudiants (sans compter l'impression de relevés de notes au verso de courriels recyclés).

Des infractions du même genre ont conduit à la fermeture du Kingston College.

« Nous avions dès 2001 protesté contre la décision du gouvernement

de renouveler la licence d'exploitation de Lansbridge parce que nous avions prévu ce genre de problèmes et que nous nous opposions à ce que nos universités et collèges gravement sous-financés aient, pour obtenir des fonds publics, à livrer concurrence à des établissements à but lucratif conférant des grades », a déclaré le directeur général de l'ACPPU, James Turk.

« Il est temps que les deux ordres de gouvernement au pays tirent un enseignement des scandales qui ont éclaboussé un si grand nombre de ces établissements privés, et qu'ils fassent face à une vérité toute évidente : hormis les propriétaires et les actionnaires de ces types d'entreprise, personne — ni les étudiants, ni le personnel, ni encore moins le système d'éducation postsecondaire canadien dans son ensemble — n'en tire bénéfice à long terme. » ■



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## Mobilisation en faveur du recensement détaillé

→ Suite de la PAGE A1

recensement pour planifier en vue de l'avenir, ajoute-t-il. « Les données démographiques sur les divers quartiers des villes permettent aux dirigeants de prendre des décisions éclairées sur l'emplacement des écoles, des services de transport, des services communautaires et sociaux, des garderies et des programmes de formation linguistique dispensés aux nouveaux Canadiens. »

« Seul le recensement détaillé est en mesure de produire l'information suffisante pour cerner les besoins des communautés et leurs caractéristiques sociales et démographiques », souligne M. Turk. « C'est, entre autres, la seule source d'information fiable sur le lieu de résidence et le nombre des Canadiens autochtones. »

Les nouvelles entreprises, indique-t-il, se servent des données du recensement détaillé pour déterminer où s'installer, à partir de paramètres de mesure tels que le niveau d'instruction, le revenu et le type d'emploi dans des endroits particuliers. Les compagnies en place ont besoin des données du recensement pour cibler leurs segments de marché, déterminer l'emplacement de leurs nouveaux points de vente et définir les types de produits à offrir selon la succursale.

« Le questionnaire détaillé est utilisé comme point de référence pour d'autres enquêtes importantes, comme celle sur la population active qui sert à mesurer le taux de chômage et les autres taux d'activité enregistrés dans les comptes économiques nationaux », a fait valoir Michael Ornstein, directeur de l'Institut de recherche sociale à l'Université York, lors de sa comparution avec M. Turk, pour le compte de l'ACPPU, devant un comité parlementaire chargé d'étudier la controverse autour du recensement.

Selon lui, la suppression du caractère obligatoire du recensement empêchera le Canada d'évaluer la qualité des données recueillies par Statistique Canada et d'autres orga-



Le questionnaire détaillé est un point de référence pour d'autres enquêtes importantes.

— Michael Ornstein  
Université York

nismes et de prendre les mesures utiles pour corriger cette information au besoin, ce qui minera le système entier de statistiques sociales et économiques au pays et portera atteinte à la réalisation des enquêtes normalisées servant à comparer le Canada avec les autres membres de l'OCDE et aussi avec les autres pays en général.

L'an prochain, en remplacement du questionnaire détaillé obligatoire, le gouvernement compte envoyer par la poste un nouveau formulaire d'enquête facultatif à 30 % des foyers canadiens, à un coût supplémentaire estimé à 30 millions de dollars.

« Nous savons, d'après les recherches effectuées, que le taux de réponse sera sensiblement plus bas, particulièrement chez certains groupes, tels les jeunes, qui sont en général plus mobiles, les gens les plus pauvres, les gens très riches et ceux qui n'appartiennent pas à des communautés anglophones », a signalé M. Ornstein. « Alors que le caractère obligatoire du recensement permettait d'obtenir un taux de réponse invariablement élevé de 95 %, ce taux se situera entre 60 % et 75 % une fois l'enquête devenue facultative. Les résultats seront donc biaisés peu importe le nombre de foyers à qui le questionnaire sera envoyé. »

Avec l'appui du NPD et du Bloc Québécois, les libéraux déposeront, à la rentrée parlementaire de l'automne, un projet de loi visant à rétablir le questionnaire détaillé obligatoire. ■

WILLIAM H. BRACKNEY

## CONGREGATION & CAMPUS

North American Baptists in Higher Education

In *Congregation & Campus*, the fullness of the Baptist experience in Christian higher education is explored, charted, and analyzed. Beginning with the establishment in 1756 of the Academy and reaching to the present, the author explores the need for Baptists to pursue education and the types of schools they founded. Included are colleges, universities, manual-labor schools, literary and theological institutions, theological schools, and Bible colleges.

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\$49<sup>00</sup>  
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ISBN: 978-0-88146-130-5 / 2008





## NEWS ACTUALITÉS

## Provinces maritimes : le fardeau alourdissant de la dette étudiante

SELON un rapport rendu public en juin par la Commission de l'enseignement supérieur des Provinces maritimes, la dette étudiante des diplômés universitaires des Maritimes ayant emprunté de l'argent s'élevait en moyenne à 31 047 \$.

Le rapport portant sur la promotion de 2003 constate également que moins de 25 % des diplômés qui ont contracté des emprunts pour financer leurs études avaient remboursé la totalité de leur dette étudiante cinq ans après l'obtention de leur diplôme.

« Les étudiants du Nouveau-Brunswick et des Maritimes continuent de traîner un fardeau d'endettement écrasant », affirme le président de la Fédération des associations de professeurs et professeurs d'universités du Nouveau-Brunswick, Dennis Desroches. « La perspective d'une lourde dette a pour conséquence, dans le meilleur des cas, d'obliger les étudiants à cumuler jusqu'à trois emplois tout en essayant de conserver de bonnes notes, et dans le pire des cas, de les dissuader tout simplement de poursuivre des études universitaires. »

Le rapport de la commission note

d'autre part que les frais de scolarité ont augmenté de 20 à 35 % au cours de la dernière décennie.

« L'endettement étudiant ne manque pas non plus d'avoir une incidence profonde sur le corps professoral puisque la dette continue d'augmenter à mesure que les étudiants décident de poursuivre des études supérieures », observe M. Desroches. « Au bout du compte, les professeurs en subissent eux aussi le revers dans la mesure où il devient de moins en moins réaliste pour les étudiants talentueux de s'inscrire à des programmes des cycles supérieurs. Ce qui laisse craindre pour l'avenir que non seulement l'accès à l'université redevienne l'apanage des nantis mais aussi que ce soit un privilège d'y enseigner. »

Le facteur géographique demeure déterminant dans l'accessibilité de l'éducation postsecondaire au Canada. À l'heure actuelle, l'Ontario est la province où les frais de scolarité sont les plus élevés au pays (5 951 \$), suivie de la Nouvelle-Écosse (5 696 \$). Ces frais atteignent 2 619 \$ à Terre-Neuve-et-Labrador. ■

English on page A4.

## Recensement : un changement d'orientation préjudiciable aux programmes sociaux

→ Suite de la PAGE A3

l'égalité au logement et de la Fondation autochtone de guérison.

Mais ce qui est encore plus inquiétant, c'est la conviction ouvertement exprimée que toute critique à l'égard des politiques gouvernementales est vite passible de représailles. C'est ce qu'a bien fait comprendre un récent article du *Globe and Mail* selon lequel le Cabinet du Premier ministre aurait déclaré, au sujet d'une pièce de théâtre inscrite au programme du Summerworks Theatre Festival de Toronto, subventionné par les trois ordres de gouvernement, qu'il était « extrêmement déçu » de constater que des fonds publics fédéraux servaient à financer des représentations théâtrales qui « glorifient le terrorisme ».

Nous devons à tout prix lutter contre une telle érosion des droits civils et des institutions démocratiques.

quels. Dans ce sens, l'ACPPU a récemment adhéré à la nouvelle coalition Voies-Voix, un regroupement d'organismes militant pour la défense de notre espace démocratique. Cette coalition a publié une déclaration dans laquelle elle affirme : « Depuis 2006, le gouvernement du Canada mine systématiquement les institutions et les pratiques démocratiques, la libre expression ainsi que d'autres droits humains fondamentaux. »

Voies-Voix demande au gouvernement fédéral de respecter le droit à la liberté d'opinion et d'expression, d'agir en accord avec les traditions et les valeurs démocratiques du Canada et de faire preuve d'une plus grande transparence. ■

### SUR LE NET

Signez la déclaration *Élevez la voix!* à l'adresse [www.voies-voix.ca/ft](http://www.voies-voix.ca/ft).

## Censured Administrations in the United States

INVESTIGATIONS by the American Association of University Professors of the administrations of the institutions listed below show that, as evidenced by a past violation, they are not observing the generally recognized principles of academic freedom and tenure approved by AAUP, the Association of American Colleges and Universities, and more than 200 other professional and educational organizations which have endorsed the 1940 Statement of Principles on Academic Freedom and Tenure (available at [www.aaup.org](http://www.aaup.org)).

This list is published for the purpose of informing AAUP members, the profession at large, and the public that unsatisfactory conditions of academic freedom and tenure have been found to prevail at these institutions. Names are placed on or removed from this list by vote of AAUP's annual meeting.

## AAUP

Placing the name of an institution on this list does not mean that the institution is visited either upon the whole of the institution or upon the faculty, but specifically upon its present administration. The term "administration" includes the administrative officers and the governing board of the institution. This list does not affect the eligibility of nonmembers for membership in AAUP, nor does it affect the individual rights of members at the institution in question.

Members of AAUP have often considered it to be their duty, in order to indicate their support of the principles violated, to refrain from accepting appointment to an

institution so long as it remains on the list. Since circumstances differ widely from case to case, AAUP does not assert that such an unqualified obligation exists for its members; it does urge that, before accepting appointments, they seek information on present conditions of academic freedom and tenure from AAUP (500-1012 14th St. N.W., Washington, DC 20005-3465) and prospective departmental colleagues. AAUP leaves it to the discretion of the individual, possessed of the facts, to make the proper decision.

The list contains only administrations which are still under censure (many others have been removed from the list after improving their practices and procedures). "Report published" refers to AAUP's *Academe* volume in which a report about the institution appears. Starting in 2010 reports can be found online and in the AAUP *Bulletin*. ■

### AAUP List of Censured Administrations

INSTITUTION NAME	REPORT PUBLISHED	YEAR
Grove City College PENNSYLVANIA	March 1963 (15-24)	1963
Frank Phillips College TEXAS	December 1968 (433-38)	1969
Concordia Seminary MISSOURI	April 1975 (49-59)	1975
Murray State University KENTUCKY	December 1975 (322-28)	1976
State University of New York	August 1977 (237-60)	1978
Phillips Community College of the University of Arkansas	May 1978 (93-98)	1978
Nichols College MASSACHUSETTS	May 1980 (207-12)	1980
Yeshiva University NEW YORK	August 1981 (186-95)	1982
American International College MASSACHUSETTS	May-June 1983 (42-46)	1983
Metropolitan Community Colleges MISSOURI	March-April 1984 (23a-32a)	1984
Talladega College ALABAMA	May-June 1986 (6a-14a)	1986
Pontifical Catholic University of Puerto Rico	May-June 1987 (33-38)	1987
Husson College MAINE	May-June 1987 (45-50)	1987
Hillsdale College MICHIGAN	May-June 1988 (29-33)	1988
Southeastern Baptist Theological Seminary NORTH CAROLINA	May-June 1989 (35-45)	1989
The Catholic University of America DISTRICT OF COLUMBIA	September-October 1989 (27-40)	1990
Oean College MASSACHUSETTS	May-June 1991 (27-32)	1992
Baltimore City Community College MARYLAND	May-June 1992 (37-41)	1992
Loma Linda University CALIFORNIA	May-June 1992 (42-49)	1992
Clarkson College NEBRASKA	May-June 1993 (46-53)	1993
North Greenville College SOUTH CAROLINA	May-June 1993 (54-64)	1993
Savannah College of Art and Design GEORGIA	May-June 1993 (65-70)	1993
University of Bridgeport CONNECTICUT	November-December 1993 (37-45)	1994
Benedict College SOUTH CAROLINA	May-June 1994 (37-46)	1994
Bennington College VERMONT	January-February 2005 (51-54)	2005
	March-April 1995 (91-103)	1995
	January-February 1998 (70-75)	1998
Alaska Pacific University	May-June 1995 (32-39)	1995
St. Bonaventure University NEW YORK	July-August 1995 (65-73)	1996
National Park Community College ARKANSAS	May-June 1996 (41-46)	1996
Saint Meinrad School of Theology INDIANA	July-August 1996 (51-60)	1997
Minneapolis College of Art and Design MINNESOTA	May-June 1997 (53-58)	1997
Brigham Young University UTAH	September-October 1997 (52-71)	1998
University of the District of Columbia	May-June 1998 (46-55)	1998
Lawrence Technological University MICHIGAN	May-June 1998 (56-62)	1998
Johnson and Wales RHODE ISLAND	May-June 1999 (46-50)	1999
Albertus Magnus College CONNECTICUT	January-February 2000 (54-63)	2000
Charleston Southern University SOUTH CAROLINA	September-February 2001 (63-77)	2001
University of Dubuque IOWA	September-October 2001 (62-73)	2002
Meharry Medical College TENNESSEE	November-December 2004 (56-78)	2005
University of the Cumberlands KENTUCKY	March-April 2005 (99-113)	2005
Virginia State University	May-June 2005 (47-62)	2005
Our Lady of Holy Cross College LOUISIANA	January-February 2007 (60-68)	2007
Sacred Heart University WASHINGTON	March-April 2007 (106-120)	2007
University of New Orleans LOUISIANA	May-June 2007 (74-80)	2007
Loyola University New Orleans LOUISIANA	May-June 2007 (88-100)	2007
Cedarville University OHIO	May-June 2009 (58-84)	2009
Nicholls State University LOUISIANA	November-December 2008 (60-69)	2009
North Idaho College	May-June 2009 (85-92)	2009
Stillman College ALABAMA	March-April 2009 (94-101)	2009
Clark Atlanta University GEORGIA	February 2010	2010
University of Texas Medical Branch at Galveston	April 2010	2010

## NOMS Staff on Strike

NORTHERN Ontario School of Medicine support staff walked off the job Aug. 16, frustrated by almost a year of negotiations for a first contract.

The major issues standing in the way of a contract include hours of work, sick leave, contracting out, family leaves and wages. The school is seeking to impose a two-year freeze on wages in line with provincial government pressures to rein in spending, even though employees have not seen an increase since

July 2008.

For the union involved in negotiations, the issue is fairness and respect.

"This is about getting the same consideration and rights accorded to academic workers," said Yuk-Sem Won, president of the NOMS Faculty and Staff Association/OPSEU 677, which represents about 150 administrative, clerical and technical staff at the school.

Talks continue in September with a ministry of labour mediator. ■



## Harper Told: 'Restore Long-Form Census'

→ From PAGE A1

the reference point, a benchmark, for other important surveys, such as the Labour Force Survey used to measure unemployment and other key aspects of employment incorporated in the national economic accounts," said Michael Ornstein, director of the Institute for Social Research at York University who appeared with Turk on behalf of CAUT before a Parliamentary committee examining the census controversy.

He said cancelling the mandatory census prevents Canada from evaluating the quality of, and taking mea-

sures to correct information from, Statistics Canada's and others' sample surveys — thus undermining the entire system of Canadian social and economic statistics. This includes "standard" surveys needed to compare Canada with the OECD and other countries.

The government plans to replace the mandatory long-form census by mailing a new voluntary survey to 30 per cent of households next year at an estimated additional cost of \$30 million.

"From research, we know that response will be substantially lower — particularly among certain groups,

such as young people who tend to be more mobile, poorer people, very well off people, and those not from English-speaking communities," Ornstein said. "Whereas the mandatory census had a consistently solid response rate of 95 per cent, a voluntary survey's rate will be between 60 and 75 per cent, meaning the results will be biased no matter to how many households the survey is sent."

With the support of the NDP and the Bloc Québécois, the Liberals are tabling a private member's bill to reinstate the long form census when Parliament returns this fall. ■

## Organizations Opposing Cancellation of Long-Form Census

### ■ Subject Matter Experts/Professional Bodies

Association of Canadian Archivists  
Association of Canadian Map Libraries & Archives  
Canadian Association of Journalists  
Canadian Association of Research Libraries  
Canadian Economics Association (Executive Council)  
Canadian Evaluation Society  
Canadian Institute of Planners  
Canadian Library Association  
Canadian Medical Association  
Canadian Nurses Association  
Canadian Public Health Association  
Canadian Society for Epidemiology & Biostatistics  
Co-chairman of the Canada Census Committee  
Medical Health Officers Council of Saskatchewan  
National Specialty Society for Community Medicine  
Ontario Library Association  
Public Service Alliance of Canada  
Registered Nurses Association of Ontario  
Royal Society of Canada  
Statistical Society of Canada  
Statistics Canada Advisory Committee

### ■ Business & Labour

Ancestry.ca  
Canadian Association for Business Economics  
Canadian Chamber of Commerce  
Canadian Federation of Independent Business  
Canadian Labour Congress  
Canadian Marketing Association  
Canadian Union of Public Employees  
Environics Analytics  
Fédération des chambres de commerce du Québec  
Fédération des travailleurs et travailleuses du Québec  
Information & Communications Technology Council  
Marketing Research & Intelligence Association  
Nanos Research  
Toronto Association for Business & Economics  
Toronto Board of Trade  
United Steel Workers

### ■ NGOs

Anglican Church of Canada  
Association féminine d'éducation et d'action sociale  
British Columbia Non-Profit Housing Association  
Canadian Association of Public Data Users  
Canadian Conference of the Arts  
Canadian Historical Association  
Canadian Housing & Renewal Association  
Canadian Jewish Congress  
Canadian Population Society  
Canadian Urban Institute  
Chinese Canadian National Council  
Community Foundations of Canada  
Conseil permanent de la jeunesse  
Co-operative Housing Federation of Canada  
Evangelical Fellowship of Canada  
Greater Halifax Partnership  
Greater Victoria Community Indicators Network  
Hamilton Settlement & Integration Services Organization  
Hamilton Roundtable for Poverty Reduction  
Hamilton Community Foundation  
Imagine Canada  
Inuit Tapiriit Kanatami  
Metacall Foundation  
Ontario Council of Agencies Serving Immigrants  
Ontario Non-Profit Housing Association  
Ontario Public School Boards Association  
Peterborough Health Officer  
Quebec Community Groups Network  
Roman Catholic Church  
Social Planning & Research Council of BC  
Social Planning Council of Kitchener-Waterloo  
Social Planning Council of Sudbury  
Social Planning Council of Winnipeg  
Social Planning Network of Ontario  
Social Planning Toronto  
Toronto Immigrant Employment Data Initiative  
Ukrainian Canadian Congress  
United Church of Canada  
United Way of Canada  
United Way of Kitchener-Waterloo  
United Way Toronto  
Volunteer Toronto

### ■ Governments

Association of Ontario Municipalities  
Atlantic Provinces Economic Council  
Calgary & Red Deer City Planners  
Canadian Federation of Francophone & Acadian Communities  
Canadian Network of Metropolis Centres  
City of Edmonton  
City of Fredericton  
City of Ottawa  
City of Toronto  
City of Victoria  
Confédération régionale des élus de Laval  
Federation of Canadian Municipalities  
Government of Ontario (Office of Francophone Affairs)  
Northwestern Ontario Municipal Association  
Ontario Human Rights Commission  
Province of Manitoba  
Province of Ontario  
Province of Prince Edward Island  
Province of Quebec  
Regional Municipality of Halton  
Regional Municipality of Peel  
Territory of Nunavut  
Toronto Public Health  
Town of Milton  
Town of Smiths Falls

### ■ Newspapers/Editorial Boards

Calgary Herald  
Edmonton Journal  
Globe & Mail  
Halifax Chronicle-Herald  
Hill Times  
La Presse  
Le Devoir  
Le Orlé  
Le Soleil  
Montreal Gazette  
Nanaimo Daily News  
National Post  
Ottawa Citizen  
Saskatoon Star-Phoenix  
Toronto Star  
Victoria Times-Colonist  
Winnipeg Free Press

### ■ Educational/Academic/Think Tanks

Association Francophone pour le savoir  
Association of Educational Researchers of Ontario  
Caledon Institute  
Canada West Foundation  
Canadian Association of University Teachers  
Canadian Centre for Policy Alternatives  
Canadian Council on Social Development  
Canadian Economics Association  
Canadian Federation for the Humanities & Social Sciences  
Canadian Research Data Centre Network  
C.O. Howe Institute  
Centre for the Study of Living Standards  
Cities Centre (University of Toronto)  
Conférence des recteurs et des principaux des universités du Québec  
Département de démographie (Université de Montréal)  
Director of the Martin Prosperity Institute (University of Toronto)  
Director of the Prentice Institute (University of Lethbridge)  
Institute for Research on Public Policy  
Quebec Inter-University Centre for Social Statistics  
Rotman School of Management (University of Toronto)  
School of Public Policy & Governance (University of Toronto)  
The Glendon School of Public & International Affairs (York University)  
The Rural Ontario Institute  
Urban Futures

### ■ Student Unions

Simon Fraser Student Society  
University of Saskatchewan Students' Union

## UTFA Challenges UofT Academic Plan

THE University of Toronto Faculty Association is contesting an academic plan that proposes to "disestablish" several arts and science centres, and amalgamate six units within the faculty into a new School of Languages and Literatures.

The faculty association noted in a statement that significant program changes require "open and extensive discussion among all stakeholders," but instead the five-year plan for the faculty of arts and science released in July "appears to rely heavily on the report of the small committee of external reviewers."

"There is no question that the closing of units adversely affects academic appointments," including new and recent hires, as well as the scholarly reputations of its members who have worked to build expertise in certain fields, the UTFA statement said, adding that lawyers were drafting an association grievance by way of protest.

In justifying the structural changes, the U of T administration has cited primarily financial circumstances related to program redundancy and over-extension.

UTFA rejected the rationale, saying that restructuring must be driven primarily by academic concerns.

The plan has drawn almost universal opposition from the academic community worldwide, especially the decision to close the Centre for Comparative Literature that was founded in 1969 by Northrop Frye and enjoys global distinction.

"Many distinguished names from around the world appear on the enormous petitions and in letters sent to the provost and the president," UTFA president George Luste said in an e-mail to CAUT. "They remind us that a university carries a moral and social burden and that its conduct will always be the subject of scrutiny."

“

Shared governance depends on a system of collegial consultation... Quite obviously the consultation should come first.

— George Luste  
UTFA president

The university has not yet responded to criticism of the proposed changes, except to note that nothing is final and that consultations will begin soon. However, groups such as UTFA and CUPE 3902, which represents the contract academic staff and teaching assistants, argue that the "consultation" part of the process should have occurred long before any dramatic changes were announced and the plan's release suggests any consultation at this point would be disingenuous.

"The Arts and Science academic planning process has violated the highly valued shared governance model that is central to the relationship between faculty members and the administration at U of T," Luste said. "Shared governance depends on a system of collegial consultation. Any recommendations that will result in profound structural change in the university must be built upon extensive and inclusive consultation. Quite obviously the consultation should come first."

The Faculty of Arts and Science is one of the first faculties to complete an academic plan under new guidelines issued last year by the university's VP and provost Cheryl Misak. ■

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# RECHERCHES

## A

■ **ACCOUNTING** — Brock University. The Faculty of Business, Brock University invites applications for one (1) probationary tenure-track position in Accounting starting July 1, 2011. The position rank is open depending upon qualifications. The availability of these positions is subject to final budgetary approval. Job Qualifications: A PhD in Accounting is required (completed or near completion). Previous academic experience and professional designation are desirable, but not required. We seek candidates with the potential for excellence in teaching and research. Responsibilities: This is a probationary tenure-track position requiring quality research, teaching, and service. We welcome applications from candidates with interest in any area of accounting research and teaching. About the School: The Department of Accounting has 25 full-time faculty members and is in the Faculty of Business, which has approximately 90 full-time members. We offer a full range of graduate and undergraduate programs, both research and professionally oriented. Master of Accounting, Master of Science with an Accounting stream, MBA with an optional Accounting stream, Bachelor of Accounting, and Bachelor of Business Administration with an optional Accounting stream. Co-op options are available in both undergraduate and graduate programs. The Faculty of Business is AACSB accredited. Our accounting programs are accredited by the Institute of Chartered Accountants of Ontario, the Society of Management Accountants of Ontario, and the Certified General Accountants of Ontario. Brock University has an excellent environment for faculty with competitive salaries and benefits, ample research support, access to accounting and related databases, low teaching loads and student-to-faculty ratios, and modern physical facilities. Brock University is located in the scenic Niagara peninsula minutes from New York State and one-hour drive from Toronto. A manufacturing base in addition to expanding sectors such as wine-making and tourism provides for a dynamic environment with an exceptional range of professional and recreational opportunities. The Niagara region offers a family-friendly environment with a modest cost of living. More information on Brock University can be found on the University's website: [www.brocku.ca](http://www.brocku.ca). APPLICATION PROCEDURE: Applications should include a cover letter, curriculum vitae, job market paper, teaching evaluations, and three reference letters sent directly from the referee to the Committee Chair. Applications may be submitted in either hard copy or electronically, although electronic copies are preferred. To: Dr. Jingyi Li, Chair, Recruiting Committee, Department of Accounting, Brock University, St. Catharines, Ontario Canada, L2S 3A4, Department Phone: 905-688-5550 ext. 5599. Application deadline will be on January 31, 2011. Applicants should be aware that only completed applications will receive consideration. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Brock University is actively committed to diversity and the principles of Employment Equity and invites applications from all qualified candidates. Women, Aboriginal peoples, members of visible minorities, and people with disabilities are especially encouraged to apply and to voluntarily self-identify as a member of a designated group as part of their application. Candidates who wish to have their application considered as a member of one or more designated groups should fill out the Self-Identification Form available at <http://www.brocku.ca/webfm/inst/1095> and include the completed form with their application.

■ **ACCOUNTING** — Wilfrid Laurier University. The School of Business and Economics at Wilfrid Laurier University invites applications for one tenure-track position at the assistant professor level in the Accounting area, commencing July 1, 2011. This position is subject to budgetary approval. For a detailed position description, visit our website at <http://www.wlu.ca/academic/postings/bus.shtml>.

■ **ACCOUNTING** — Wilfrid Laurier University. The School of Business and Economics at Wilfrid Laurier University invites applications for one senior position at the associate or full professor level in the Accounting area, commencing July 1, 2011. This position is subject to budgetary approval. For a detailed position description, visit our website at <http://www.wlu.ca/academic/postings/bus.shtml>.

■ **ASTROPHYSICS (POSTDOCTORAL FELLOWSHIP)** — The Canadian Institute for Theoretical Astrophysics (CITA) is a national centre for theoretical astrophysics located at the University of Toronto. The Institute expects to offer several postdoctoral fellowships to two to three years. The starting date will be 1 September 2010. Funds will be available for travel and other research expenses. A PhD in any field of theoretical astrophysics is required. Fellows are expected to carry out original research in theoretical astrophysics under the general supervision of the permanent faculty whose interests include: cosmology, interstellar matter, nuclear and relativistic astrophysics, solar physics, star and planet formation, high energy astrophysics. See the

CITA web page at: <http://www.cita.utoronto.ca> for instructions. We only accept electronic submissions. Applicants will be asked to submit a curriculum vitae, statement of research interests, and arrange for three letters of recommendation. The deadline for applications and letters of recommendation is November 15, 2010. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas.

■ **ASTROPHYSICS (RESEARCH ASSOCIATE POSITIONS)** — The Canadian Institute for Theoretical Astrophysics (CITA) is a national centre for theoretical astrophysics located at the University of Toronto. CITA expects to offer one or more Research Associate positions of three to five years duration. The start date will be September 1, 2011. Applicants should have an excellent research record in astrophysics and postdoctoral experience. Funds will be available for travel and other research expenses. The primary duty is to carry out original research in theoretical astrophysics, but Research Associates are also expected to work with postdoctoral fellows and to assist with administration of the Institute. All applicants for these positions are also considered automatically for postdoctoral fellowships. We only accept electronic submissions. See the CITA website: <http://www.cita.utoronto.ca> for instructions. Applicants will be asked to submit a curriculum vitae, statement of research interests, and

arrange for three letters of recommendation. Deadline for applications and all letters of recommendation is November 15, 2010. All qualified candidates are encouraged to apply, although Canadians and permanent residents will be given priority. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women and men, members of visible minorities, Aboriginal peoples and persons with disabilities.

■ **BEHAVIOURAL NEUROSCIENCE** — University of British Columbia. The Department of Psychology at the University of British Columbia ([www.psych.ubc.ca](http://www.psych.ubc.ca)) invites applications for three letters of recommendation. Deadline for applications and all letters of recommendation is November 15, 2010. All qualified candidates are encouraged to apply, although Canadians and permanent residents will be given priority. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women and men, members of visible minorities, Aboriginal peoples and persons with disabilities.

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## Advertising Closing Dates / Dates de tombée pour la publicité

Closing dates to place, change, renew, or cancel your advertising material in the printed *CAUT Bulletin* are listed below. Ad placement closing dates are also the materials due dates. Copy changes, art changes, cancellations, late postings or renewals will generally not be accepted after an ad closing date, and none should be presumed executed without acknowledgment from the *Bulletin*.

Les dates de tombée pour réserver, modifier, renouveler ou annuler une annonce à publier dans le *Bulletin de l'ACPPU* sont indiquées ci-après. Les dates de tombée des annonces sont aussi les dates de soumission du texte publicitaire. De façon générale, la rédaction du *Bulletin* n'acceptera pas les modifications au texte et aux illustrations, les annulations, les renouvellements ni le matériel soumis en retard après le date limite des annonces. Il ne peut être présumé que l'une ou l'autre de ces requêtes a été exécutée sans la confirmation expresse de la rédaction du *Bulletin*.

ISSUE / NUMÉRO	CLOSING DATE / DATE DE TOMBÉE	POST DATE / DATE AFFICHÉE
September 2010 septembre	August 04 août 2010	August 25 août 2010
October 2010 octobre	September 01 septembre 2010	September 22 septembre 2010
November 2010 novembre	October 05 octobre 2010	October 27 octobre 2010
December 2010 décembre	November 03 novembre 2010	November 24 novembre 2010
January 2011 janvier	December 01 décembre 2010	December 22 décembre 2010
February 2011 février	January 05 janvier 2011	January 26 janvier 2011
March 2011 mars	February 02 février 2011	February 23 février 2011
April 2011 avril	March 02 mars 2011	March 23 mars 2011
May 2011 mai	April 06 avril 2011	April 27 avril 2011
June 2011 juin	May 04 mai 2011	May 25 mai 2011

## Advertising Rates (Section B)

CAREER / JOB ADVERTISING	
Display ads	\$75 / column inch
Classified ads	\$1.20 / word
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Classified ads	\$0.50 / word
Add a picture/graphic	+ \$25
*Special category rates apply only to non-career advertising such as housing, call for papers, courseware, conferences & events.	
OTHER CHARGES	
4-colour (CMYK)	\$700
Preferred position (display ads)	+ \$100
Agency commission (print-ready display ads)††	15%
†† 4-colour & position charges commissionable.	

## Publisher's Statement

The *CAUT Bulletin* will not accept advertisements from for-profit post-secondary institutions or job advertisements restricting applications on grounds of race, national origin, religion, colour, sex, age, marital status, family status, ethnicity, disability, sexual preference, social origin, or political beliefs or affiliation. *CAUT* expects that all positions advertised in the *Bulletin* are open to both men and women. Advertisements using restrictive language will not be accepted except when the language is consistent with human rights legislation. Where any bona fide reasons for exemption from general policy stated above exist, it is the responsibility of the institution which intends to place a restrictive advertisement to provide the Editor of the *Bulletin* with a statement as to these reasons. The *CAUT* Policy Statement on Academic Freedom ([www.caut.ca/pages.asp?lang=2&lang=1](http://www.caut.ca/pages.asp?lang=2&lang=1)) contains fundamental statements of principle which reflect key priorities of this organization. The *CAUT Bulletin* thereby reserves the right to refuse advertisements from any post-secondary institution where such advertisement or practice of the institution appears to demonstrate an intention to restrict (or has in fact restricted) academic freedom.

As a service to *CAUT* members interested in positions available in other countries, the *Bulletin* accepts advertisements for these positions. The view of academic freedom and the extent to which it is protected in other countries may vary. Except in the case of the United States, where the American Association of University Professors (AAUP) investigates alleged violations of academic freedom, there is no method by which we can provide any verifiable information concerning the state of academic freedom at institutions outside of Canada. *CAUT* publishes a list of colleges and universities censured by AAUP twice a year. Further information about these censures can be obtained by writing to AAUP, 500-102 14th St. N.W., Washington, DC 20005-3485; tel: (202) 737-5500 or visit [www.aaup.org](http://www.aaup.org).

## Tarifs publicitaires (Section B)

OFFRES D'EMPLOI	
Grandes annonces	75 \$/pouce-colonne
Annonces classées	1,20 \$/mot
AUTRES QUE LES OFFRES D'EMPLOI*	
Annonces classées	0,50 \$/mot
Ajout d'une image ou d'un graphique	+25 \$
*Les tarifs de cette catégorie s'appliquent aux annonces autres que les offres d'emploi (p. ex. logement, didacticiels, conférences, événements).	
AUTRES FRAIS	
Quadrichromie	+700 \$
Emplacement privilégié (les grandes annonces)	+10 %
Commission d'agence (prises pour l'impression)††	15 %
†† Accordée sur les frais liés à la quadrichromie et à l'emplacement.	

## Déclaration de l'éditeur

Le *Bulletin de l'ACPPU* n'accepte ni les publicités des établissements postsecondaires à but lucratif ni les offres d'emploi qui restreignent les candidatures pour des raisons de race, d'origine raciale, de religion, de couleur, de sexe, d'âge, d'état civil, de situation familiale, ethniques, d'incapacité, d'orientation sexuelle, d'origine sociale ou de convictions ou d'attaches politiques, générales. L'ACPPU s'attend à ce que tous les postes annoncés dans le *Bulletin* soient offerts aux hommes et aux femmes. Les annonces utilisant un langage restrictif ne sont pas acceptées à moins qu'elles ne soient conformes à la Loi sur les droits de la personne. Il incombe à l'établissement qui a l'intention de faire paraître une annonce restrictive de fournir à la rédaction du *Bulletin* une déclaration innocentant ces raisons. L'énoncé des principes fondamentaux de l'ACPPU sur la liberté académique ([www.acppu.ca/pages.asp?lang=2&lang=2](http://www.acppu.ca/pages.asp?lang=2&lang=2)) résume les priorités clés de cette organisation. Le comité de rédaction du *Bulletin de l'ACPPU* se réserve donc le droit de refuser de publier les annonces d'un établissement postsecondaire dans le cas où le contenu de ces annonces ou les pratiques de cet établissement démontrent l'existence d'une intention de restreindre la liberté académique (ou restreignent en fait celle-ci).

Le *Bulletin* accepte les offres d'emploi à l'extérieur du Canada à titre de service pour les membres de l'ACPPU qui pourraient être intéressés. La perception de la liberté académique et son degré de protection peuvent varier d'un pays à l'autre. À l'exception des États-Unis, où l'American Association of University Professors enquête sur des prétendues violations de la liberté académique, il n'existe aucune méthode nous permettant de vérifier la situation de la liberté académique dans les établissements postsecondaires étrangers. Deux fois par année, l'ACPPU publie une liste des collèges et des universités faisant l'objet de censure par l'AAUP. Pour obtenir des renseignements supplémentaires sur ces censures, prière d'écrire à AAUP, 500-102 14th St. N.W., Washington, DC 20005-3465; tél: (202) 737-5500, ou de visiter [www.aaup.org](http://www.aaup.org).

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B18 Wanted

## How to Place a Career Ad

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613-820-2270  
FAX  
613-820-2417

EMAIL  
[ads@caut.ca](mailto:ads@caut.ca)

MAIL  
*CAUT Bulletin*  
2705 Queensview Dr.  
Ottawa, Ontario  
K2B 8K2

Direct correspondence  
and questions to the  
Advertising Coordinator

Print career ads  
posted online at  
[ACADEMICWORK.CA](http://ACADEMICWORK.CA)  
for free.

## Comment mettre une annonce

TELEPHONE  
613-820-2270  
TÉLÉCOPIEUR  
613-820-2417

COURRIEL  
[ads@caut.ca](mailto:ads@caut.ca)

POSTE  
*Bulletin ACPPU*  
2705, prom. Queensview  
Ottawa (Ontario)  
K2B 8K2

Adresser la correspondance  
et les questions à la  
coordonnatrice de la publicité

Les publicités  
imprimées sont  
affichées  
gratuitement sur  
[TRAVAILACADEMIQUE.CA](http://TRAVAILACADEMIQUE.CA).

CAUT ACPPU  
BULLETIN

■ **ACCOUNTING** — Brock University. The Faculty of Business, Brock University invites applications for one (1) probationary tenure-track position in Accounting starting July 1, 2011. The position rank is open depending upon qualifications. The availability of these positions is subject to final budgetary approval. Job Qualifications: A PhD in Accounting is required (completed or near completion). Previous academic experience and professional designation are desirable, but not required. We seek candidates with the potential for excellence in teaching and research. Responsibilities: This is a probationary tenure-track position requiring quality research, teaching, and service. We welcome applications from candidates with interest in any area of accounting research and teaching. About the School: The Department of Accounting has 25 full-time faculty members and is in the Faculty of Business, which has approximately 90 full-time members. We offer a full range of graduate and undergraduate programs, both research and professionally oriented. Master of Accounting, Master of Science with an Accounting stream, MBA with an optional Accounting stream, Bachelor of Accounting, and Bachelor of Business Administration with an optional Accounting stream. Co-op options are available in both undergraduate and graduate programs. The Faculty of Business is AACSB accredited. Our accounting programs are accredited by the Institute of Chartered Accountants of Ontario, the Society of Management Accountants of Ontario, and the Certified General Accountants of Ontario. Brock University has an excellent environment for faculty with competitive salaries and benefits, ample research support, access to accounting and related databases, low teaching loads and student-to-faculty ratios, and modern physical facilities. Brock University is located in the scenic Niagara peninsula minutes from New York State and one-hour drive from Toronto. A manufacturing base in addition to expanding sectors such as wine-making and tourism provides for a dynamic environment with an exceptional range of professional and recreational opportunities. The Niagara region offers a family-friendly environment with a modest cost of living. More information on Brock University can be found on the University's website: [www.brocku.ca](http://www.brocku.ca). APPLICATION PROCEDURE: Applications should include a cover letter, curriculum vitae, job market paper, teaching evaluations, and three reference letters sent directly from the referee to the Committee Chair. Applications may be submitted in either hard copy or electronically, although electronic copies are preferred. To: Dr. Jingyi Li, Chair, Recruiting Committee, Department of Accounting, Brock University, St. Catharines, Ontario Canada, L2S 3A4, Department Phone: 905-688-5550 ext. 5599. Application deadline will be on January 31, 2011. Applicants should be aware that only completed applications will receive consideration. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Brock University is actively committed to diversity and the principles of Employment Equity and invites applications from all qualified candidates. Women, Aboriginal peoples, members of visible minorities, and people with disabilities are especially encouraged to apply and to voluntarily self-identify as a member of a designated group as part of their application. Candidates who wish to have their application considered as a member of one or more designated groups should fill out the Self-Identification Form available at <http://www.brocku.ca/webfm/inst/1095> and include the completed form with their application.



## CAREERS CARRIÈRES

ions for a tenure-track position in Behavioural Neuroscience, which will begin 1 July 2011. This position is budgeted for the Assistant Professor level. Candidates must have a PhD before commencing the position. We are seeking an individual who can add to the department's strength in animal-based behavioural neuroscience. (Private facilities are not available.) We are seeking individuals with strong research records appropriate to a research-oriented doctoral program, who have strong commitments to teaching and research supervision of undergraduate and graduate students. The successful candidate will be expected to maintain a program of effective teaching, graduate supervision, schol-

arship research leading to publication, and service. The starting salary for the position will be commensurate with experience. The University of British Columbia hires based on merit and is committed to employment equity. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents of Canada will be given priority. This position is subject to final budgetary approval. Applicants for the position should fill out the information form and upload a PDF of their CV on <https://websec1.psych.ubc.ca/internal/faculty/jobapp/>. In addition, applicants should email a PDF consisting of their curriculum vitae, samples of their scholarly work, statements of their research and

teaching interests, evidence of their teaching abilities and effectiveness (course outlines, student evaluations, etc.), and should have PDFs of at least three signed confidential letters of recommendation emailed to: [BNS2010@psych.ubc.ca](mailto:BNS2010@psych.ubc.ca). The closing date for applications is 15 October 2010.

■ **BIOLOGY** – York University. The Department of Biology invites applications for a tenure-track alternate-stream appointment at the Assistant Lecturer level, to commence July 1, 2011. The alternate stream at York is a special category of tenured faculty whose expertise and duties focus on undergraduate teaching and programming. Therefore, applicants should be interested in a career

that is teaching-centred, with strong motivation, dedication to and interest in innovative, effective evidence-based approaches to teaching science at the university level. The successful candidate must have a PhD in biology or a related scientific field, and have demonstrated experience in teaching life sciences at the post-secondary level. Experience in developing and directing undergraduate laboratories and training TAs would be an asset. Interest in pedagogical research would also be valuable. The successful candidate will be expected to develop and teach courses and direct/co-ordinate laboratories at the undergraduate level, including Natural Science courses for non-majors, and may be called upon to assist with student advising and undergraduate program administration. Further information about the Undergraduate Biology program can be found on our website at: <http://www.science.yorku.ca/Schools/Departments/Biology/>. Applications must be received by November 30, 2010. Applicants should forward (in hard copy) a curriculum vitae, a teaching dossier (including a statement of teaching philosophy and preference), a summary of publications, a summary of relevant activities and arrange for three references to be sent to the Search Committee, Department of Biology, Room 247 Fairhuron Building, York University, 4700 Keele Street, Toronto, Ontario, Canada, M3J 1P3. Fax: 416-736-5698. All York University appointments are subject to budgetary approval. York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at [www.yorku.ca/acadjobs](http://www.yorku.ca/acadjobs) or a copy can be obtained by calling the affirmative action office at 416-736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority.

■ **BIOPHYSICS** – York University. The Department of Physics and Astronomy, Faculty of Science and Engineering, York University, 4700 Keele St. Toronto, ON, M3J 1P3, Canada. Telephone: (416) 736-5249; FAX: (416) 736-5516; Email: [physbio@yorku.ca](mailto:physbio@yorku.ca). York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at [www.yorku.ca/acadjobs](http://www.yorku.ca/acadjobs) or a copy can be obtained by calling the affirmative action office at 416-736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority.

■ **BUSINESS** – University of Western Ontario. The Richard Ivey School of Business is recognized worldwide for the quality of its management education and research. The School's major activities include: a highly regarded MBA program and undergraduate program; a well established doctoral program active in most major areas of management; as well as, an expanding portfolio of programs for executives, including an Executive MBA delivered in Canada and Hong Kong. The School is internationally oriented in terms of curriculum, research, faculty, and student exchanges. Limited term full-time appointment contracts for two years in either Business 2257 or Business 1220 are available effective May 9, 2011. Both courses are managed by Ivey and are taught to the larger university community. Business 2257 is a required course for all students in the undergraduate (HBA) program. Applications are invited from individuals who have graduated from either a four-year honours program in commerce/business administration or from an MBA program. Experience and familiarity with the case method is preferred. Please visit our website to view the full job posting and for information on how to apply [www.ivey.uwo.ca/faculty/Career\\_Opport.htm](http://www.ivey.uwo.ca/faculty/Career_Opport.htm). These positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The Richard Ivey School of Business and the University of Western Ontario are committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. Submission deadline is Thursday, September 30, 2010, although applications will be accepted until the position has been filled. Applicants are encouraged to apply as early as possible.

■ **BUSINESS** – Wilfrid Laurier University. The School of Business & Economics at Wilfrid Laurier University invites applications for a tenure-track faculty position in OB/HRM, starting July 1, 2011. Position subject to budgetary approval. For a detailed position description, visit our website at <http://www.wlu.ca/academic/faculty/busecon/busecon.htm>.

■ **BUSINESS ADMINISTRATION** – University of the Fraser Valley. Located in the heart of the Fraser Valley, the University of the Fraser Valley, with over 34,000 students pursuing more than 80 degree, diploma and certificate programs, is committed to teaching excellence. UVF is a multi-campus institution and according to the Globe and Mail's annual Canadian University Report was at the top of the list in the small universities category, earning an A grade in most satisfied students, quality of education, and teaching, and an A+ in student-faculty interaction and class size. UVF is looking for three faculty members to teach upper and lower level courses in specific areas within the UVF Business Administration program, namely: Accounting, Marketing and Human Resources Management/Organizational Studies. In addition to teaching, research, and student exchanges, UVF is looking for three faculty members to actively participate in the development and promotion of the program within UVF and the broader community. Engagement of faculty in university and community service is one of the institution's three-fold goals of teaching, scholarship and service. A minimum qualification for consideration is a Master's degree in a relevant discipline; candidates with PhDs (in progress or completed) will be given preference. Candidates must provide evidence

## DEPARTMENT OF CHEMICAL ENGINEERING CANADA RESEARCH CHAIR – TIER II

The Department of Chemical Engineering is seeking an outstanding individual for a Tier II Canada Research Chair (CRC) in the areas of polymer nanomaterials and process systems.

This tenure-track appointment will be at the level of Assistant or Associate professor and will commence May 1, 2011. Applicants will hold a doctorate in Chemical Engineering, and be registered, or eligible for registration, as a Professional Engineer in Ontario. Postdoctoral training and/or industrial experience are preferred. Canada Research Chairs are subject to review and approval by the CRC Secretariat. Further details on the CRC Program can be viewed at: <http://www.chairs.gc.ca>.

Applicants must demonstrate a successful record of research, reflected in extramural grant acquisition and publication in high quality peer-reviewed journals. The recruited individual will teach both undergraduate and graduate level courses, develop graduate level courses, and support departmental growth in this area. He/she will also be expected to establish a strong externally funded research program, supervise graduate student research, and foster the already existing collaborations with other departments.

Send an application letter, resume, statements on research and teaching interests, and the names and addresses of at least three references to:

Professor S. Zhu, Chair, Department of Chemical Engineering  
JHE Rm. 374, McMaster University  
Hamilton, Ontario, Canada  
L8S 4L7  
email: [chechair@mcmaster.ca](mailto:chechair@mcmaster.ca)

Applications will be accepted until the position has been filled.

[chemeng.mcmaster.ca](http://chemeng.mcmaster.ca)

**McMaster**  
University  
ENGINEERING

All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. McMaster is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities.

## University of Regina

### Faculty Positions Available

The University of Regina is a university on the move, striving for excellence in its innovative academic, research, and community service pursuits. The University is building on its strengths and looking to the future in areas as diverse as culture and heritage, energy and environment, informatics, health, and social justice. It enjoys constructive relationships with three federated colleges, with all levels of government, and with business, research, and community partners. With more than 12,000 students, and over 2,500 permanent and casual faculty and staff, and an operating budget of \$112 million, the University of Regina is committed to being a great place to study and work.

#### FACULTY OF ARTS

##### One-Year Term Positions

In the Departments of French (1), Political Science (1), and Economics (1)

##### Four-Month Chair Term Positions

In the School of Journalism (2)

#### FACULTY OF BUSINESS ADMINISTRATION

##### Tenure-Track Position

Assistant Professor in Finance (1)

#### FACULTY OF SCIENCE

##### Tenure-Track Positions

In Statistics (1), and Actuarial Science (1)

#### FACULTY OF EDUCATION

##### Tenure-Track Position

In the area of Educational Psychology (1), specifically Counselling and Therapy

For detailed descriptions on these positions, please visit [www.uregina.ca/hr/careers](http://www.uregina.ca/hr/careers)

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Regina is committed to achieving a representative workforce and qualified diverse group members are encouraged to self-identify on their applications.

**University**  
of Regina

University of Regina  
3737 Wascana Parkway  
Regina, Saskatchewan S4S 0A2  
[www.uregina.ca](http://www.uregina.ca)



UNIVERSITY OF  
KING'S  
COLLEGE • HALIFAX

**President**

The University of King's College invites nominations and applications for the position of President. Students, faculty, staff, and alumni are eager to work with an exceptional leader.

The University of King's College, founded in 1789, and located in Halifax, Nova Scotia, offers students a unique undergraduate experience. With about 1,100 students, King's offers an intimate learning environment. Students ranked King's number one in the National Survey of Student Engagement (NSSE) for a first-year educational experience in Canada.

Students have a broad range of educational options through King's interdisciplinary approaches to the study of humanities and science, the journalism program, and its partnership with Dalhousie University in Halifax. King's offers the Foundation Year Programme, Honours degrees in Contemporary Studies, Early Modern Studies, the History of Science and Technology and Journalism, and a one-year post-baccalaureate degree in Journalism. The University currently has more than 100 faculty and staff. The annual operating budget is about \$18 million.

The President is the Chief Executive Officer and Vice Chancellor of the University and reports to the Board of Governors. The President works

with faculty, staff, students, and alumni in a collegial and collaborative manner within a consensual governance structure. King's is looking for an experienced administrator with financial competence.

Candidates must be passionate advocates of undergraduate liberal arts education, committed to interdisciplinary programmes, and be familiar with a residential environment. Exceptional interpersonal and communication skills are necessary as King's reaches well beyond the campus with alumni and its nationally recognized programs. The appropriate academic credentials are essential. Historically, the President has played an integral role in the life of the University, both by teaching and by occupying the presidential residence on campus known as The Lodge.

The Search Committee will begin reviewing applications in October, with an appointment date of July 1, 2011. Applications and nominations should be sent to the address shown below. Further information about the University of King's College is available at [www.ukings.ca](http://www.ukings.ca).

**Janet Wright & Associates Inc.**  
174 Bedford Road  
Toronto, Ontario M5R 2K9  
[ukingspresident@jwsearch.com](mailto:ukingspresident@jwsearch.com)

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have PDFs of at least three signed confidential letters of recommendation emailed to: CLN2010@psych.ubc.ca. The closing date for applications is: 1 November 2010

■ **COMPUTER SCIENCE & ENGINEERING — York University.** The Department of Computer Science and Engineering, Faculty of Science and Engineering, York University, invites applications for a tenure-track position in the area of Digital Media (Computer Graphics) and Technoscience at the Assistant Professor level to commence on July 1, 2011. All positions at York University are subject to budgetary approval. This position calls for research excellence that complements and

[illegible]

Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.



## CAREERS CARRIÈRES

builds on existing strengths in Computer Science and Engineering and Science and Technology Studies. The position will attract a strong junior researcher with research expertise in Computer Graphics with applications to animation and/or interactive 3D systems. The incumbent will have expertise in computer graphic techniques, in novel either fundamental rendering and/or animation techniques or novel methods for the integration of graphics and animation techniques in interactive systems that have their basis in augmented reality, personal data systems, and/or mobile/locative media systems.

tems; expertise in human-computer interaction, and ability to participate in partnerships with industry and/or other public institutions, now or currently underway. A strong background in sociocultural analysis and technological knowledge would be considered an asset. Successful candidates will collaborate with faculty in the Digital Media—a joint university effort including the Faculties of Fine Arts, Science and Engineering, and Liberal Arts and Professional Studies. The successful candidate will have a PhD in Computer Science, Digital Media, or a closely related field, preferably post-doctoral experience,

and an outstanding research record. The successful candidate is expected to develop a strong, externally funded research program, supervise graduate students, and must be eligible for prompt appointment to the Faculty of Graduate Studies. The successful candidate should show excellence or promise of excellence in teaching and in scholarly research and publication. The position meets immediate teaching needs for courses at the core of the Digital Media BA program that is jointly offered by three York Faculties (Fine Arts, Science and Engineering, Liberal Arts and Professional Studies). Applications must

be received by November 30, 2010. Applicants should forward (in hard copy) a curriculum vitae, an outline of their teaching and research plans, single copies of three publications and/or three signed letters of reference to be sent to: Chair, Digital Media/Computer Graphics/Technology, Department of Computer Science and Engineering, York University, 4700 Keele St., Toronto, Ontario, Canada, M3J 1P3; Fax: 416-736-5872. York's Department of Computer Science and Engineering is one of the leading academic and research departments in Canada with 65 research-active faculty members, offering a range of undergraduate programs in Computer Science, Computer Engineering, Digital Media, and Computer Science, as well as research intensive MSc and PhD in Computer Science and Engineering and MSc in Computer Engineering. Further information about the Faculty of Science and Engineering, with departmental links to Computer Science and Engineering, and Science and Technology Studies can be found at <http://www.science.yorku.ca>. York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at <http://www.yorku.ca/acadjobs> or a copy can be obtained by calling the affirmative action office at 416-736-5713. All qualified candidates are encouraged to apply, however, Canadian citizens and Permanent Residents will be given priority.

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## FACULTY POSITION IN ENGINEERING PHYSICS AT McMASTER UNIVERSITY



The Faculty of Engineering at McMaster University invites applications for a tenure-track faculty position in Engineering Physics. The appointment is intended to be at the Assistant or Associate Professor level.

The applicant should have expertise and interest in **photonics, optoelectronic, or photovoltaic device engineering**. The department has many active research projects spanning such topics as biophotonics, electro-optic systems, nanostructured and nonlinear optical materials, nano- and micro-devices, silicon photonics, solar photovoltaics, and III-V materials and devices. There will be opportunities to capitalize on existing infrastructure at the university including the facilities of the Centre for Emerging Device Technologies (CEDT), the Brockhouse Institute for Materials Research (BIMR), and the Canadian Centre for Electron Microscopy (CCEM). In addition, within the past year faculty members in our department have been successful with major initiatives in photovoltaics, nuclear materials, and position physics, funded through the Canada Foundation for Innovation and the Ontario Research Fund, adding very significantly to McMaster University's infrastructure supporting R&D in advanced materials.

Applicants must have earned a Ph.D. in Engineering Physics, Physics, Applied Physics or a closely related discipline. The successful applicant will be expected to develop an effective, externally funded research program and demonstrate a strong commitment to teaching and curriculum development at both the undergraduate and graduate levels. The Faculty expects the successful candidate to become registered as a Professional Engineer in the Province of Ontario.

Interested applicants should send a letter of application, curriculum vitae, statements of teaching and research interests, a selection of four research publications, and the names and addresses of at least three references to:

**Department Chair  
Department of Engineering Physics  
McMaster University  
1280 Main St. West, Hamilton, Ontario, Canada. L8S 4L7**

This position is available as of January 1, 2011 and will remain open until the position is filled. Applications by e-mail will not be accepted.

All qualified candidates are encouraged to apply, however, Canadian citizens and permanent residents will be considered first for this position. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities.

## Concordia University Arts and Science

### CANADA RESEARCH CHAIRS

Concordia University's Faculty of Arts and Science is one of the largest and most dynamic academic faculties in Canada. Home to 27 departments, schools and colleges, the Faculty is leading Montreal's Concordia University to the forefront of research and graduate education in Quebec and Canada.

Recognized for innovative research in the sciences, humanities, and social sciences, the Faculty invites applications for the following Canada Research Chair (CRC) positions, each of which is directly linked to priority areas in Concordia University's Strategic Research Plan (2008-12): [oac.concordia.ca/formsandreferencedocuments/strategicresearchplan](http://oac.concordia.ca/formsandreferencedocuments/strategicresearchplan)

The goal of the CRC program is to ensure that Canadian universities "achieve the highest levels of research excellence to become world-class research centres in the global, knowledge-based economy." Concordia University's academic culture celebrates research, creativity, and the transfer of knowledge in many ways that are ideal for today's innovation driven society. The strategic deployment of CRCs is an integral part of Concordia's overall plan to promote and develop its research enterprise.

In order to successfully compete for a Canada Research Chair award, candidates are expected to have an outstanding and innovative research program, and the ability to attract excellent graduate students. Tier II CRCs will be "exceptional emerging researchers" who at an early phase of their careers (i.e. within 10 years of completing their PhD) have demonstrated the promise of a strong research profile and the potential to be leaders in their field.

Tier II CRCs are awarded for five years and are renewable once. These positions offer an attractive salary, an annual research stipend, reduced teaching loads, and the opportunity to apply for start-up infrastructure through the Canada Foundation for Innovation (CFI) Leaders Opportunity Fund (LOF).

The successful candidates for the CRC positions will, in the first instance, be offered an unconditional tenure-track appointment at the rank of Assistant or Associate Professor, as appropriate, in the host department. The candidates will be required to work with their departments and the Faculty to prepare the formal CRC nomination according to the CRC program guidelines. The University will submit the nomination to the CRC Secretariat at the earliest opportunity according to the guidelines of the CRC program.

The tenure-track position, linked to the CRC appointment, will begin July 1, 2011. Review of applications will begin immediately and will continue until the positions are filled. All applications should reach departments no later than **October 8, 2010**. All inquiries about specific positions should be directed to the appropriate departmental contact. For additional information, please visit our website at [artsandscience.concordia.ca](http://artsandscience.concordia.ca).

Canadian and international applicants are encouraged to apply. Concordia University is committed to employment equity.

## COMMUNICATION STUDIES

The Department of Communication Studies invites applications for a Tier II Canada Research Chair in **Feminist Media Studies**. For this high profile position, we seek a dynamic and visionary researcher who will engage in cutting-edge scholarship and/or research-creation. In addition to a promising record of achievement within the broad domain of feminist media studies, candidates of interest will have embarked upon a substantial long-term research agenda. The ideal candidate will mobilize established strengths in our Department and the University, and be well positioned to actively participate in local, national and international feminist research networks.

Complete applications will consist of a cover letter, a current curriculum vitae, copies of recent publications, a statement of research achievements with a detailed five-year research plan (appropriate to the goals and objectives of the CRC program), a statement of teaching philosophy, evidence of teaching effectiveness, and the names and email addresses of three referees. Candidates who have not completed all requirements for a PhD will not be considered. Applications should be sent to:

**Prof. Rae Stasenos, Chair  
Department of Communication Studies  
Concordia University  
1455 de Maisonneuve Blvd.  
Montreal, Quebec, Canada H3G 1M8**

[Rae.Stasenos@concordia.ca](mailto:Rae.Stasenos@concordia.ca) (inquires only – e-mail applications will not be accepted)  
[cans.concordia.ca](http://cans.concordia.ca) (for complete information)

## PSYCHOLOGY

The Department of Psychology invites applications for one Tier II Canada Research Chair in **Clinical Psychology**. We are seeking applicants whose research investigates novel aspects of and/or treatments for specific psychopathologies or health problems, although all applications from all exceptional clinical and/or health researchers will be considered. Clinical researchers in Psychology at Concordia benefit from an internationally recognized and diverse faculty, with a broad range of interests.

Applicants must have a PhD degree from an APA- or CPA-accredited program or the equivalent. Applicants should have a demonstrated ability or potential to build a high-quality clinical and/or health research program, as well as an interest in contributing to clinical training.

Applications must consist of a cover letter, a current curriculum vitae, copies of recent publications, a statement outlining clinical experience and domains of expertise for clinical supervision, a statement of teaching philosophy, interests, a statement of research achievements with a detailed five-year research plan (appropriate to the goals and objectives of the CRC program), and evidence of teaching effectiveness. Candidates must also arrange to have three letters of reference, one of which speaks to the candidate's clinical training and skills sent directly to:

**Dr. Jean-Roch Laurence, Chair  
Department of Psychology, Concordia University  
1455 de Maisonneuve Blvd.  
Montreal, Quebec, Canada H3G 1M8**

[psy@oac.concordia.ca](mailto:psy@oac.concordia.ca)  
[psychology.concordia.ca](http://psychology.concordia.ca) (for complete information)



[www.concordia.ca](http://www.concordia.ca)

D

**DANCE** – York University, York University's Department of Dance is seeking applications for a full-time tenure-track position, commencing July 1, 2011, at the rank of Assistant or Associate Professor in Dance Education. See our ad in this issue's Careers section.

**DESIGN** – York University, York University's Department of Design is seeking applications for a full-time tenure-track position, commencing July 1, 2011, at the rank of Assistant Professor in Digital/Interactive Media Production. See our ad in this issue's Careers section.

E

**ECOLOGICAL** – Simon Fraser University, The School of Resource and Environmental Management at Simon Fraser University (Burnaby, British Columbia, Canada) is a dynamic graduate school in which both social and natural scientists apply multidisciplinary approaches to research in resource and environmental management. The School seeks to fill a tenure-track faculty position in Applied Terrestrial Conservation Ecology at the Assistant Professor rank. We invite applications from PhD scientists who will develop a program of research and teaching addressing natural resource management issues of local, national, and international significance. (1) Suitable candidates will have a strong background in applied terrestrial animal ecology with expertise in areas such as conservation biology, landscape ecology, ecosystem-based management, wildlife ecology and management, or wildlife policy. (2) An advantage will be given to applicants who apply advanced quantitative methods of analysis or who have experience with applying Geographical Information Systems (GIS) to resource and environmental management. (3) Suitable candidates will be enthusiastic about working in a diverse, multi-disciplinary environment and collaborating with both natural and social scientists. The successful candidate will teach graduate and undergraduate courses, supervise graduate students, and conduct research. Relevant teaching experience is desirable. The expected starting date is August 1, 2011. All qualified candidates are encouraged to apply. However, Canadian citizens and permanent residents will be given priority. Simon Fraser University is committed to employment equity and encourages applications from all qualified women and men, including visible minorities, aboriginal people, and persons with disabilities. Please note that this position is contingent upon available funding and is subject to final approval by the Board of Governors. Applicants should send a curriculum vitae, transcripts, samples of relevant reports, a brief (2-4 page) statement of your research vision and teaching philosophy, and immediately request three referees to send confidential letters of recommendation directly to: Dr. Frank Gobes, Director, School of Resource and Environmental Management, Simon Fraser University, Room 8425 TASC 1 Bldg, 8888 University Dr., Burnaby, BC, Canada.



## CARRIÈRES

VSA 156; Tel: 778-782-3074, Fax: 778-782-4988, e-mail: rem\_faculty@vsa.ca. For more information, visit the web site: <http://www.rem.sfu.ca>. Applications will be accepted until the position is filled, but the search committee will begin reviewing applications on October 1, 2010. It is important that we receive all application materials, including letters of reference, at the time of application. Only short-listed candidates will be contacted. Under the authority of the University Act, personal information that is required by the University for academic appointment competitions will be collected. For further details see: [http://www.sfu.ca/vsacem/faculty\\_openings/Collection\\_Notice.html](http://www.sfu.ca/vsacem/faculty_openings/Collection_Notice.html).

**ECONOMICS – Simon Fraser University.** The Department of Economics at Simon Fraser University seeks to fill one position at either the assistant professor level (tenure track) or at the associate professor level (with tenure). The expected starting date is September 1, 2011 and the position is subject to budgetary approval and approval by the Board of Governors. Strong candidates in every field will be given serious consideration. Excellence in research and teaching are the primary criteria for this position. Applicants should have a PhD or be near completion. All qualified candidates are encouraged to apply. However, Canadians and permanent residents will be given priority. Simon Fraser University is committed to employment equity and encourages applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. Applications must include a cover letter, a confidential reference letter, evidence of teaching effectiveness, and samples of research papers including a job market paper. Application instructions are available on our website at <http://www.sfu.ca/econhire/>. The application deadline is November 19, 2010. Email inquiries should be directed to: [conhires@sfu.ca](mailto:conhires@sfu.ca). Under the authority of the University Act, personal information that is required by the University for academic appointment competitions will be collected. For further details see: [http://www.sfu.ca/vsacem/faculty\\_openings/Collection\\_Notice.html](http://www.sfu.ca/vsacem/faculty_openings/Collection_Notice.html).

**ECONOMICS – Carleton University.** Applications are invited for a tenure-track appointment at the rank of Assistant Professor, subject to budgetary approval, to commence in the 2011-2012 academic year. The successful candidate will be required to teach in the 2011-2012 academic year (or expected in 2011), evidence of high-quality research, and good teaching record. The appointment is to be made in the field of public economics. Applications should include your curriculum vitae, samples of your research, and a statement about your approach to teaching. In addition, please have three referees forward their letters of reference directly to the Chair, Appointments Committee, Re: Public Economics Position. Evidence of teaching performance is also welcome for applicants. Teaching experience and background should be submitted by regular mail and not by electronic mail. The competition will remain open until December 6, 2010 or until the position is filled. Please send your curriculum vitae and reference letters to the following address: Chair, Appointments Committee, Re: Public Economics Position, Department of Economics, Carleton University, 1225 Colonel By Drive, Ottawa ON K1S 5B6, Canada. Carleton University is strongly committed to fostering diversity within its community as a source of excellence, cultural enrichment, and social strength. We welcome those who would contribute to the further diversification of our faculty and its scholarship including, but not limited to, women, visible minorities, Aboriginal peoples, persons with disabilities, and persons of any sexual orientation or gender identity. All qualified candidates are encouraged to apply but applications from Canadians and permanent residents will be given priority.

**ECONOMICS – Brock University.** Brock University invites applications for a probationary tenure track appointment in the Department of Economics. The appointment will commence July 1, 2011, subject to successful budgetary approval. Preference will be given to candidates specializing in macroeconomic theory, microeconomic theory, and/or international economic theory. Qualifications: Candidates must have completed a PhD in Economics, or be very near completion. Consideration of applicants will begin on September 1, 2010 and continue until the position is filled. Submit your application with curriculum vitae, a sample of your research, and evidence of teaching effectiveness, and arrange for three letters of reference to be sent directly to Professor David R.F. Love, Department of Economics, Brock University, St. Catharines, ON L2S 3A1. Email: [hiring.econ@brocku.ca](mailto:hiring.econ@brocku.ca). Successful applicants will be expected to teach in high ranked courses, contribute to and participate in governance and in the Department's graduate and undergraduate programs. Brock University is actively committed to diversity and the principles of Employment Equity and invites applications from all qualified candidates. Women, Aboriginal peoples, members of visible minorities, and people with disabilities are especially encouraged to apply and may choose to identify themselves as such on their application. Ignored group as part of their application. Candidates who wish to have their application considered as a member of one or more designated groups should fill out the Self-identification form available at <http://brocku.ca/hr/careers/SelfIdentification.pdf> and should include the completed form with their application. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. For more information on Brock University can be found on the University's website: [www.brocku.ca](http://www.brocku.ca).

**ECONOMICS – University of Western Ontario.** The Department of Economics, Faculty of Social Science, invites applications for positions as outlined below. Unless otherwise specified, these appointments are effective July 1, 2011 but alternate starting dates may be arranged. Applicants should specify if they are applying for limited-term, probationary (tenure track) or tenured positions. General information about The University of Western Ontario can be found at <http://www.uwo.ca>. Information about the Department of Economics can be found at <http://economics.uwo.ca/>. **PROFESSOR AND ASSOCIATE PROFESSORS:** Candidates must be scholars of international reputation and good teachers. Outstanding candidates in any area of Economics will be considered seriously. Appointments at the rank of full Professor will be made with tenure from the outset. Duties include undergraduate and graduate teaching, research, supervision of graduate students, and some administrative duties.

Appointments at the Associate level will be tenure track and limited-term positions. Appointments may also be made with tenure from the outset. Duties include undergraduate and graduate teaching, research, supervision of graduate students, and some administrative duties. **ASSISTANT PROFESSORS:** At the Assistant level, consideration will be given to applicants with a PhD (or expected in 2011), or equivalent qualification, who are expected to establish themselves as good teachers and recognized scholars. Field of specialization, within Economics, is not of decisive importance, and outstanding candidates in any area will be considered. To apply, please follow the instructions on our website: <http://economics.uwo.ca/recruiting/instructions.html>. Closing date for receipt of applications is November 12, 2010. Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

**ECONOMICS – University of Waterloo.** The Department of Economics at the University of Waterloo seeks to fill three tenure-track or tenured positions. At least two of these positions will be at the professor or associate professor level. Candidates for professor or associate professor must possess a record of publication in high quality journals and excellence in research supervision. The Department will consider all candidates, particularly those whose fields include theory, econometrics or international trade/finance. All candidates must demonstrate excellence in the potential for excellence as teachers. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified individuals are encouraged to apply; however, Canadians and permanent residents will be given priority. Qualified candidates should complete an on-line application: <http://www.uwaterloo.ca/econ/faculty>. For more information, visit the web site: <http://www.uwaterloo.ca/econ/faculty>. For further details see: [http://www.sfu.ca/vsacem/faculty\\_openings/Collection\\_Notice.html](http://www.sfu.ca/vsacem/faculty_openings/Collection_Notice.html).

**ECONOMICS – Cape Breton University.** Cape Breton University (CBU) is located on Cape Breton Island, Nova Scotia's tourism centre and home to rich Celtic, Mi'kmaq, and Acadian culture. CBU has a reputation for small class sizes, strong community involvement, and strong mutual support for faculty research. CBU delivers a sixteen-month, 60 credit Bachelor of Education (Elementary and Intermediate/Secondary Education program). The Education Department at CBU invites applications for a tenure-track position in Education at the rank of Assistant Professor to commence January 2011. Responsibilities include teaching, research, community service, and teaching during the spring/summer semester. Responsibilities

may include teaching courses by distance. Assignment of teaching responsibilities at the graduate level may also be included. Candidates should have a doctorate degree in Education (or be near completion). Teaching experience at both the P-12 system and university level will be considered important assets as will training or familiarity with the Nova Scotia P-12 school system. Preference will be given to candidates with teaching and research experience in Arts Education and/or Aboriginal Studies. Applicants are expected to demonstrate potential and commitment with regard to teaching, research, creative/scholarly activities and service to the community. The successful candidate will teach graduate and undergraduate courses, supervise graduate students, and conduct research. Relevant teaching experience is highly desirable. All qualified candidates are encouraged to apply. However, Canadians and permanent residents will be given priority. Simon Fraser University is committed to employment equity and encourages applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. Please note that this position is contingent upon available funding and is subject to final approval by the Board of Governors. The expected starting date is August 1, 2011. Applicants should send a Curriculum Vitae, transcripts, samples of relevant papers, and immediately request three referees to send confidential letters of recommendation directly to: Dr. Frank Coburn, Director, School of Resource and Environmental Management, Simon Fraser University, 8888 University Drive, Burnaby, BC, Canada, V5A 1S6; TEL: 778-782-3074; FAX: 778-782-4968; e-mail: [rem\\_faculty@sfu.ca](mailto:rem_faculty@sfu.ca). For more information, visit the web site: <http://www.rem.sfu.ca/>. Applications for acceptance until the position is filled, but the search committee will begin reviewing applications on October 1, 2010. It is important that we receive all application materials, including letters of reference, at the time of application. Only short-listed candidates will be contacted. Under the authority of the University Act, personal information that is required by the University for academic appointment competitions will be collected. For further details see: [http://www.sfu.ca/vsacem/faculty\\_openings/Collection\\_Notice.html](http://www.sfu.ca/vsacem/faculty_openings/Collection_Notice.html).

**EDUCATION – Cape Breton University.** Cape Breton University (CBU) is located on Cape Breton Island, Nova Scotia's tourism centre and home to rich Celtic, Mi'kmaq, and Acadian culture. CBU has a reputation for small class sizes, strong community involvement, and strong mutual support for faculty research. CBU delivers a sixteen-month, 60 credit Bachelor of Education (Elementary and Intermediate/Secondary Education program). The Education Department at CBU invites applications for a tenure-track position in Education at the rank of Assistant Professor to commence January 2011. Responsibilities include teaching, research, community service, and teaching during the spring/summer semester. Responsibilities

may include teaching courses by distance. Assignment of teaching responsibilities at the graduate level may also be included. Candidates should have a doctorate degree in Education (or be near completion). Teaching experience at both the P-12 system and university level will be considered important assets as will training or familiarity with the Nova Scotia P-12 school system. Preference will be given to candidates with teaching and research experience in Arts Education and/or Aboriginal Studies. Applicants are expected to demonstrate potential and commitment with regard to teaching, research, creative/scholarly activities and service to the community. The successful candidate will teach graduate and undergraduate courses, supervise graduate students, and conduct research. Relevant teaching experience is highly desirable. All qualified candidates are encouraged to apply. However, Canadians and permanent residents will be given priority. Simon Fraser University is committed to employment equity and encourages applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. Please note that this position is contingent upon available funding and is subject to final approval by the Board of Governors. The expected starting date is August 1, 2011. Applicants should send a Curriculum Vitae, transcripts, samples of relevant papers, and immediately request three referees to send confidential letters of recommendation directly to: Dr. Frank Coburn, Director, School of Resource and Environmental Management, Simon Fraser University, 8888 University Drive, Burnaby, BC, Canada, V5A 1S6; TEL: 778-782-3074; FAX: 778-782-4968; e-mail: [rem\\_faculty@sfu.ca](mailto:rem_faculty@sfu.ca). For more information, visit the web site: <http://www.rem.sfu.ca/>. Applications for acceptance until the position is filled, but the search committee will begin reviewing applications on October 1, 2010. It is important that we receive all application materials, including letters of reference, at the time of application. Only short-listed candidates will be contacted. Under the authority of the University Act, personal information that is required by the University for academic appointment competitions will be collected. For further details see: [http://www.sfu.ca/vsacem/faculty\\_openings/Collection\\_Notice.html](http://www.sfu.ca/vsacem/faculty_openings/Collection_Notice.html).

may include teaching courses by distance. Assignment of teaching responsibilities at the graduate level may also be included. Candidates should have a doctorate degree in Education (or be near completion). Teaching experience at both the P-12 system and university level will be considered important assets as will training or familiarity with the Nova Scotia P-12 school system. Preference will be given to candidates with teaching and research experience in Arts Education and/or Aboriginal Studies. Applicants are expected to demonstrate potential and commitment with regard to teaching, research, creative/scholarly activities and service to the community. The successful candidate will teach graduate and undergraduate courses, supervise graduate students, and conduct research. Relevant teaching experience is highly desirable. All qualified candidates are encouraged to apply. However, Canadians and permanent residents will be given priority. Simon Fraser University is committed to employment equity and encourages applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. Please note that this position is contingent upon available funding and is subject to final approval by the Board of Governors. The expected starting date is August 1, 2011. Applicants should send a Curriculum Vitae, transcripts, samples of relevant papers, and immediately request three referees to send confidential letters of recommendation directly to: Dr. Frank Coburn, Director, School of Resource and Environmental Management, Simon Fraser University, 8888 University Drive, Burnaby, BC, Canada, V5A 1S6; TEL: 778-782-3074; FAX: 778-782-4968; e-mail: [rem\\_faculty@sfu.ca](mailto:rem_faculty@sfu.ca). For more information, visit the web site: <http://www.rem.sfu.ca/>. Applications for acceptance until the position is filled, but the search committee will begin reviewing applications on October 1, 2010. It is important that we receive all application materials, including letters of reference, at the time of application. Only short-listed candidates will be contacted. Under the authority of the University Act, personal information that is required by the University for academic appointment competitions will be collected. For further details see: [http://www.sfu.ca/vsacem/faculty\\_openings/Collection\\_Notice.html](http://www.sfu.ca/vsacem/faculty_openings/Collection_Notice.html).

## Director of Clinical Training Department of Psychology

MEMORIAL  
UNIVERSITY

» Competition Number: VPA-PSYC-2010-002

The Department of Psychology at Memorial University of Newfoundland invites applications for a position in Clinical Psychology at the rank of Professor or Associate Professor. The successful candidate will serve a three year renewable term as Director of Clinical Training for the Psy.D. programme. The Director of Clinical Training has overall responsibility for the programme as well as for the operation of the associated clinic.

The successful candidate will have a doctorate from a CPA or APA accredited programme and internship in clinical psychology, will be registered or eligible for registration in Newfoundland and Labrador, will have experience with doctoral level clinical supervision, and will also have a strong research and teaching record.

The University's strategic plan calls for an expansion in graduate education, and the Psy.D. programme represents a first step in implementing new degree offerings in the Department. The successful candidate will also play a key role in considering the development of a Ph.D. programme in clinical psychology. The Psy.D. programme is offered in partnership with the University's Counselling Centre, which offers a CPA accredited predoctoral internship training programme, and the administrative committee includes people from both Eastern Health and the Association of Psychologists in Newfoundland and Labrador.

Applicants should send (1) a curriculum vitae; (2) a statement of their approach to clinical training and clinical practice; (3) a statement of their research interests and selected reprints; (4) a statement of their teaching interests and evidence of effective teaching; and (5) the names and contact information of three referees. Electronic submissions are encouraged and should be sent via e-mail to: [Psychology.Head@mun.ca](mailto:Psychology.Head@mun.ca). If electronic submission is not possible, the application may be sent to: Dr. Ian Neath, Head, Department of Psychology, Memorial University of Newfoundland, St. John's, NL A1B 3X9. The deadline for receipt of applications is October 20th, 2010. The appointment will begin on July 1st, 2011 or as soon as possible thereafter. Informal inquiries are welcome. We will not contact referees without first notifying the applicant.

Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the education and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programmes to almost 18,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's, a very safe, friendly city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people, and persons with disabilities.



a place of mind  
THE UNIVERSITY OF BRITISH COLUMBIA

The University of British Columbia (UBC) invites applications and nominations for the position of Director of the School of Nursing.

The University of British Columbia is one of the world's leading universities. Its vision is to create an exceptional learning environment that fosters global citizenship, advances a civil and sustainable society, and supports outstanding research to serve the people of British Columbia, Canada and the world. Situated in Vancouver, one of North America's most beautiful and dynamic cities, UBC offers faculty, staff, and some 50,000 students not just intellectual riches, but an unrivaled quality of life.

UBC's School of Nursing – the first university nursing school established in Canada – is well-known for its cutting-edge research and vision, and is a leader in knowledge generation and dissemination within health care and health professional education communities. Faculty members are recognized for conducting leading interdisciplinary national and international research, and delivering innovative educational programs. The School enjoys an enviable reputation for quality in clinical teaching; teaching that promotes excellence in practice.

As a discrete administrative unit, but an integral part of the Faculty of Applied Science, the School of Nursing plays a key role in addressing today's global health care challenges and, since its founding in 1919, has been preparing registered nurses at the baccalaureate level to address pressing public health issues and provide leadership in nursing care. Today, the School offers an accelerated baccalaureate in nursing program (advanced standing) and three graduate programs: a master of science in nursing (MSN), a master of nursing in nurse practitioner practice (MNP-PP), and the doctor of philosophy (PhD) degree. Within the context of health and health care, the School has developed strategic partnerships locally, nationally and internationally – within UBC and with

other post-secondary institutions, health care organizations, consumer groups, industries and governments.

The Director of the School of Nursing will be a dedicated and visionary academic leader, with a distinguished record in teaching, scholarship and clinical practice, and a commitment to nursing education and research. The Director will have proven skills in communication, consensus-building, and advocacy. The successful candidate will be a nurse who holds a PhD or equivalent, and must qualify for a tenured academic appointment at the rank of professor.

For more information about UBC, visit [www.ubc.ca](http://www.ubc.ca). To learn more about the School of Nursing, visit [www.nursing.ubc.ca](http://www.nursing.ubc.ca).

UBC hires on the basis of merit and is committed to employment equity. All qualified persons are encouraged to apply; however, Canadian citizens and permanent residents of Canada will be given priority. UBC is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, Aboriginal persons, persons with disabilities, persons of any sexual orientation or gender identity, and others who may contribute to the further diversification of ideas.

Consideration of candidates will begin in early September 2010, with the new Director to take office in January 2011, or as soon as possible thereafter. Written nominations, applications, and/or expressions of interest should be submitted, in confidence, to the address below.

Janet Wright & Associates Inc.  
174 Bedford Road  
Toronto, Ontario M5R 2K9  
[ubcnursing@jwassoc.com](mailto:ubcnursing@jwassoc.com)



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## CAREERS CARRIÈRES

(<http://www.eng.uwo.ca/electrical/>) is one of the four Departments in the Faculty of Engineering (<http://www.eng.uwo.ca/>). Situated in picturesque London, Ontario, a city with a population of approximately 350,000 along the banks of the Thames River, the University of Western Ontario is a prominent academic institution that has made a commitment to excel as a research intensive university. The Departments of Electrical and Computer Engineering and Mechanical and Materials Engineering will be jointly offering an undergraduate program in Mechatronic Systems Engineering with a strong focus on Biomedical applications. We are seeking an energetic and dynamic candidate who will be able to contribute substantially to the development of the program as well as to the research strengths of the Department of Electrical and Computer Engineering and the Biomedical Engineering Graduate Program. The successful candidate will have a Ph.D. degree in Electrical Engineering, or a closely related discipline with an outstanding record of research and publication, and research expertise related to mechatronic applications in biomedical engineering and/or medical devices. Applications from candidates with experience in the design, development and implementation of mechatronic devices and systems are strongly preferred. The successful candidate will be expected to maintain an ongoing vigorous research program, collaborate with visiting faculty, attract external research funding and supervise graduate students in the Biomedical Engineering and/or Electrical Engineering programs. The appointee will be expected to participate in the normal administrative, educational and professional activities of the Department, Faculty and University. The successful candidate will be expected to teach undergraduate and graduate courses in the core areas of mechatronic systems engineering, including topics such as sensing and actuation, instrumentation, smart materials, and mechatronic system design. Commitment to or eligibility for registration as a Professional Engineer in Ontario is required for this appointment.

positions should forward a curriculum vitae and the names and addresses of three references to: Dr. T.S. Sidhu, Chair, Department of Electrical and Computer Engineering, 1151 Richmond Street North, London, Ontario, Canada, N6A 5B9. We also welcome e-mail inquiries and submissions, to be sent to: [tsidhu@uwo.ca](mailto:tsidhu@uwo.ca). Consideration of applications will commence April 30, 2010 and will continue until the position is filled. Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

#### ■ ELECTRICAL & COMPUTER ENGINEERING

— University of Western Ontario. Applications are invited for a probationary (tenure-track) appointment in the area of power systems. Candidates with expertise in protection, automation, and monitoring of emerging power systems are of particular interest. The appointee will be at the rank of Assistant Professor in the Department of Electrical and Computer Engineering effective January 1, 2011 or as soon as possible. The Department is seeking an energetic and dynamic candidate who will be able to contribute to and complement the Department's teaching activities in the broad areas of power systems and contribute to the research activities in the emerging areas of power systems. The successful candidate is expected to work closely with the recently established NSERC/Hydro One Networks Senior Industrial Chair in Power Systems Engineering. The Department has a strong power systems group with significant Government and industrial support with activities in the areas of distributed generation, power electronics, power system relaying, renewable energy and control/in-

strumentation of nuclear power plants. Applicants for this position must have a PhD degree in Electrical Engineering, or a closely related discipline with an outstanding record of research and publication. Candidates with experience in the application of communication technologies in emerging power systems are preferred. The successful candidate will be expected to maintain an ongoing vigorous research program, collaborate with existing faculty, attract external research funding and supervise graduate students in the Electrical Engineering Program. The appointee will be expected to participate in the normal administrative, educational and professional activities of the Department, Faculty and University. The successful candidate will be expected to teach undergraduate and graduate courses in the core areas of power systems engineering. Commitment to or eligibility for registration as a Professional Engineer in Ontario is required for this appointment. The Department of Electrical and Computer Engineering (<http://www.eng.uwo.ca/electrical/>) is one of the four Departments in the Faculty of Engineering (<http://www.eng.uwo.ca/>). Situated in picturesque London, Ontario, a city with a population of approximately 350,000 along the banks of the Thames River, the University of Western Ontario is a prominent academic institution that has made a commitment to excel as a research intensive university. Those applying for this position should forward a curriculum vitae and the names and addresses of three references to: Dr. T.S. Sidhu, Chair, Department of Electrical and Computer Engineering, 1151 Richmond Street North, London, Ontario, Canada N6A 5B9. We also welcome e-mail inquiries and submissions, to be sent to: [tsidhu@uwo.ca](mailto:tsidhu@uwo.ca). Consideration of applications will commence September 1, 2010 and will continue until the position is filled. Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and per-

manent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

#### ■ ELECTRICAL & COMPUTER ENGINEERING

— University of Waterloo. The Department of Electrical and Computer Engineering, University of Waterloo, invites applications for a tenure-track/tenured faculty position at the rank of Assistant, Associate, or, in very special cases, Full Professor in Computer Engineering with expertise in one or more of these areas: networks on chip, fault tolerance/reliability, hardware/software co-design, application processors, reconfigurable systems, and human/computer interaction with a computer engineering perspective. Applicants should have earned a doctoral degree in Electrical/Computer/Software Engineering, Computer Science, or a closely related discipline. All applicants must have a strong commitment to research and teaching. Salaries are competitive and are determined according to the successful applicant's accomplishments, experience and qualifications. The department currently has more than 80 faculty members and has planned on expanding to more than 90 faculty members, making it one of the largest ECE departments in Canada. The graduate programs of the department attract outstanding Canadian and international applicants, with an enrollment of more than 550 graduate students. The undergraduate programs in Computer Engineering, Electrical Engineering, Software Engineering (offered jointly with the Department of Mechanical & Mechatronics Engineering and Systems Design Engineering), and Nanotechnology Engineering (offered jointly with the Department of Chemistry and Chemical Engineering) draw the top students from across Canada. The department offers an outstanding research environment in two recently completed new buildings with world-class research laboratories. Researchers at the University of Waterloo benefit from close connections with the many high-technology companies in the Waterloo area and from the very generous intellectual property policy of the University, which vests the rights with the inventor. The University of Waterloo has been named the "Best Overall" university by reputation in Canada. It is located in the attractive city of Waterloo, making it one of the best places to live in the Region of Waterloo (population of 450,000) in southwestern Ontario. The city of Toronto is within easy driving distance, as are the many recreational opportunities offered by the Great Lakes and Provincial Parks. Interested candidates should send a curriculum vitae, a statement of research and teaching interests, and the names of at least three references to the Faculty Search Coordinator via the online system at <https://eeadmin.uwaterloo.ca/OACA>. Applications will be accepted until the positions are filled. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities.

(Assistant, Associate, or, in very special cases, Full Professor) in electronic design automation with expertise in one or more of the following areas: power optimization, system-level design methodologies for synthesis, simulation and performance; design automation for biological system and bio-inspired CAD. Applicants should have earned a doctoral degree in Electrical/Computer/Software Engineering, Computer Science, or a closely related discipline. All applicants must have a strong commitment to research and teaching. Salaries are competitive and are determined according to the successful applicant's accomplishments, experience and qualifications. The department currently has more than 80 faculty members and has planned on expanding to more than 90 faculty members, making it one of the largest ECE departments in Canada. The graduate programs of the department attract outstanding Canadian and international applicants, with an enrollment of more than 550 graduate students. The undergraduate programs in Computer Engineering, Electrical Engineering, Software Engineering (offered jointly with the Department of Mechanical & Mechatronics Engineering and Systems Design Engineering), and Nanotechnology Engineering (offered jointly with the Department of Chemistry and Chemical Engineering) draw the top students from across Canada. The department offers an outstanding research environment in two recently completed new buildings with world-class research laboratories. Researchers at the University of Waterloo benefit from close connections with the many high-technology companies in the Waterloo area and from the very generous intellectual property policy of the University, which vests the rights with the inventor. The University of Waterloo has been named the "Best Overall" university by reputation in Canada. It is located in the attractive city of Waterloo, making it one of the best places to live in the Region of Waterloo (population of 450,000) in southwestern Ontario. The city of Toronto is within easy driving distance, as are the many recreational opportunities offered by the Great Lakes and Provincial Parks. Interested candidates should send a curriculum vitae, a statement of research and teaching interests, and the names of at least three references to the Faculty Search Coordinator via the online system at <https://eeadmin.uwaterloo.ca/OACA>. Applications will be accepted until the positions are filled. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities.

these existing facilities, the ECE department will also be an active partner of the Quantum Nano Centre (<http://www.nano.uwaterloo.ca/facilities/anc.html>), a new, 180M teaching and research infrastructure to be completed by year 2011. Applicants should have earned a doctoral degree in Electrical Engineering, Engineering Physics, or a closely related discipline. All applicants must have a strong commitment to research and teaching. Salaries are competitive and are determined according to the successful applicant's accomplishments, experience and qualifications. The department currently has more than 80 faculty members and is in the process of expanding to more than 90 faculty members, making it one of the largest ECE departments in Canada. The graduate programs of the department attract outstanding Canadian and international applicants, with an enrollment of more than 550 graduate students. The undergraduate programs in Computer Engineering, Electrical Engineering, Software Engineering (offered jointly with the Department of Mechanical & Mechatronics Engineering and Systems Design Engineering), and Nanotechnology Engineering (offered jointly with the Department of Chemistry and Chemical Engineering) draw the top students from across Canada. Researchers in the University of Waterloo benefit from close connections with the many high-technology companies in the Waterloo area and from the very generous intellectual property policy of the University, which vests the rights with the inventor. The University of Waterloo has been named the "Best Overall" university by reputation in Canada. It is located in the attractive two-university community in the Region of Waterloo (population of 450,000) in southwestern Ontario. The city of Toronto is within easy driving distance, as are the many recreational opportunities offered by the Great Lakes and Provincial Parks. Interested candidates should send a curriculum vitae, a statement of research and teaching interests, and the names of at least three references to the Faculty Search Coordinator via the online system at <https://eeadmin.uwaterloo.ca/OACA>. Applications will be accepted until the positions are filled. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities.

York University offers a world-class, modern, interdisciplinary academic experience in Toronto, Canada's most multicultural city. York is at the centre of innovation, with a thriving community of almost 60,000 faculty, staff and students who challenge the ordinary and deliver the unexpected.

The Faculty of Education is a non-departmentalized faculty that offers innovative pre-service, graduate and professional education programs in the context of a large and diverse urban university. The Faculty of Education has well-established commitments to interdisciplinary research, community engagement, and the enhancement of education as a public good for an inclusive and just society. Faculty are encouraged to work with professional educators in our partnering school boards and with colleagues from other public-oriented programs across the University to explore opportunities for interactions and synergies among those programs. Applicants are invited to visit the Faculty's website at [www.fedu.yorku.ca](http://www.fedu.yorku.ca).

## Tenure-Track Position

### FACULTY OF EDUCATION

Applications are invited for a tenure-track position, at the rank of Assistant Professor, in Public Policy and Leadership, commencing July 1, 2011, subject to budgetary approval. Good public policy in education is shaped by effective and inclusive leadership at community, school, board of education and ministry levels. By linking public policy in education and related areas to leadership, the successful candidate will contribute to the development of new models of leadership and new kinds of leaders through research, undergraduate, graduate and professional education. A research agenda in public policy will strengthen the Faculty's capacity to engage in, and contribute to, new policy discussions and developments affecting education and related areas, such as child and youth services. Candidates are invited to articulate their suitability in relation to one or more of the following areas of inquiry: development of effective and inclusive education and learning communities; policy development and implementation;

data-driven (qualitative and quantitative) decision-making; contemporary and critical theories and practices of school and community leadership. Qualified applicants will hold a doctorate or equivalent in Education or a related field. The successful candidate must be eligible for prompt appointment to the Faculty of Graduate Studies. Salary is commensurate with qualifications.

Applicants should submit a detailed letter of application describing their qualifications, research and teaching interests in relation to the advertised position and to the context described above, a curriculum vitae, one or two samples of scholarly writing, and complete contact information for three scholarly referees (including e-mail addresses), to be received by **November 30, 2010**, to: Alice Pitt, Dean of Education, York University, c/o 239 Winters College, 4700 Keele Street, Toronto, Ontario, Canada, M3J 1P3. Electronic applications will not be accepted.

York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at [www.yorku.ca/acadjobs](http://www.yorku.ca/acadjobs), or a copy can be obtained by calling the affirmative action office at 416.736.5713. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

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## SFU SIMON FRASER UNIVERSITY

### FACULTY OF HEALTH SCIENCES

## TENURE TRACK POSITION

### SPATIAL PERSPECTIVES AND RISK IN POPULATION AND PUBLIC HEALTH

[www.fhs.sfu.ca](http://www.fhs.sfu.ca)

The Faculty of Health Sciences at Simon Fraser University invites applications for a tenure track faculty position from candidates capable of promoting and supporting the use of spatial and/or risk assessment perspectives in population and public health research, practice and teaching.

The ideal candidate would have expertise in the use of epidemiology in risk assessment and the use of spatial data. Interests in disease surveillance and/or modeling of disease diffusion, environmental risks, avian or human migration, social determinants of health or health services, or chronic and infectious diseases, including the use of geographic information systems (GIS) and spatial statistical techniques are desirable, as are the larger perspectives on space and place emerging in geography and in population and public health. The successful candidate's interests will complement those of existing faculty in the areas of infectious disease, health inequalities, environmental and occupational health, global health, mental health and addictions, biostatistics and epidemiology. The successful candidate will teach both undergraduate and graduate courses in epidemiology, spatial analysis, and/or risk assessment.

Candidates will hold a PhD or comparable qualification. Candidates will be considered at the assistant professor level and will have demonstrated, or show great potential for, teaching at the graduate and undergraduate levels, as well as a promising research program. Candidates with practical experience working in population and public health are encouraged to apply.

Evaluation of applications will begin on **October 1, 2010** and will continue until the position is filled. In addition to a full CV, candidates should include in their letter of application a descriptive statement of research activities, teaching background, and administrative and leadership experience, strengths, and approach. These materials, along with the names of at least three academic referees should be submitted electronically to: [fhs\\_recruit@sfu.ca](mailto:fhs_recruit@sfu.ca).

FHS has collaborative agreements and partnerships with the BC government, regional health authorities and research centres, and provincial, national and international health agencies.

Simon Fraser University is committed to employment equity and encourages applications from all qualified women and men, including visible minorities, aboriginal people, and persons with disabilities. All qualified applicants are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Positions are subject to final budgetary approval. Under the authority of the University Act personal information that is required by the University for academic appointment competitions will be collected. For further details see: [http://www.sfu.ca/vpacademic/Faculty\\_Openings/Collection\\_Notice.html](http://www.sfu.ca/vpacademic/Faculty_Openings/Collection_Notice.html).



# CARRIÈRES

one of the largest ECE departments in Canada. The graduate programs of the department attract outstanding students from all over the world. The department has an enrollment of more than 580 graduate students. The undergraduate programs in Computer Engineering, Electrical Engineering, and Mechanical Engineering (offered jointly with the David R. Chertoff School of Computer Science), Mechanical Engineering (offered jointly with the Department of Mechanical & Mechatronics Engineering and Systems Design Engineering), and Nanotechnology Engineering (offered jointly with the Department of Chemistry and Chemical Engineering) draw the top students from across Canada. The department offers an outstanding research environment in two recently completed new buildings with world-class research laboratories. Researchers at the University of Waterloo benefit from close connections with the many high-technology companies in the Waterloo area and from the very generous intellectual property policy of the University. The University of Waterloo has been named the "Best Overall" university by reputation in Canada. It is located in the attractive two-university community in the Region of Waterloo (population of 452,000) in southwestern Ontario. The city is located within easy driving distance, as are the many recreational opportunities offered by the Great Lakes and Provincial Parks. Interested candidates should send a curriculum vitae, a statement of research and teaching interests, and the names of at least three references to the Faculty Search Coordinator via the online system at <https://ceesdm.uwaterloo.ca/DACA>. Applications will be accepted until the positions are filled. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities.

**■ ELECTRICAL & COMPUTER ENGINEERING (SOFTWARE SYSTEMS)** – University of Waterloo. The Department of Electrical and Computer Engineering, University of Waterloo, invites applications for a tenure-track/tenured faculty position at the Assistant, Associate, or, in very special cases, Full Professor in the area of software systems design but not limited to the following areas: dependable and fault-tolerant systems; terms software (e.g., virtualization and ubiquitous computing), and energy-aware software systems. The successful candidate should be deemed a doctoral degree in Electrical/Computer Software Engineering, Computer Science, or a closely related discipline. All applicants must have a strong commitment to research and teaching. Salaries are competitive and are determined according to the successful applicant's academic background, experience and qualifications. The department currently has more than 80 faculty members and has planned on expanding its faculty to 90 faculty members, making it one of the largest ECE departments in Canada. The graduate programs of the department attract outstanding students from all over the world. The department has an enrollment of more than 550 graduate students. The undergraduate programs in Computer Engineering, Electrical Engineering, and Mechanical Engineering (offered jointly with the David R. Chertoff School of Computer Science), Mechanical Engineering (offered jointly with the Department of Mechanical & Mechatronics Engineering and Systems Design Engineering), and Nanotechnology Engineering (offered jointly with the Department of Chemistry and Chemical Engineering) draw the top students from across Canada. The department offers an outstanding research environment in two recently completed new buildings with world-class research laboratories. Researchers at the University of Waterloo benefit from close connections with the many high-technology companies in the Waterloo area and from the very generous intellectual property policy of the University. The University of Waterloo has been named the "Best Overall" university by reputation in Canada. It is located in the attractive two-university community in the Region of Waterloo (population of 452,000) in southwestern Ontario. The city is located within easy driving distance, as are the many recreational opportunities offered by the Great Lakes and Provincial Parks. Interested candidates should send a curriculum vitae, a statement of research and teaching interests, and the names of at least three references to the Faculty Search Coordinator via the online system at <https://ceesdm.uwaterloo.ca/DACA>. Applications will be accepted until the positions are filled. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities.

**■ ELECTRICAL & COMPUTER ENGINEERING (VLSI CIRCUITS)** – University of Waterloo. The Department of Electrical and Computer Engineering, University of Waterloo, invites applications for a tenure-track/tenured faculty position at any rank (Assistant, Associate, or, in very special cases, Full Professor) in electronic design automation with expertise in one or more of the following areas: VLSI circuit design; logic synthesis; logic optimization; VLSI systems; on-chip signal processing; digital and sensor arrays. The successful candidate should be deemed a doctoral degree in Electrical/Computer/Software Engineering, Computer Science, or a closely related discipline. All applicants must have a strong commitment to research and teaching. Salaries are competitive and are determined according to the successful applicant's academic background, experience and qualifications. The department currently has more than 75 faculty members and has planned on expanding its faculty to 90 faculty members, making it one of the largest ECE departments in Canada. The graduate programs of the department attract outstanding students from all over the world. The department has an enrollment of more than 550 graduate students. The undergraduate programs in Computer Engineering, Electrical Engineering, and Mechanical Engineering (offered jointly with the David R. Chertoff School of Computer Science), Mechanical Engineering (offered jointly with the Department of Mechanical & Mechatronics Engineering and Systems Design Engineering), and Nanotechnology Engineering (offered jointly with the Department of Chemistry and Chemical Engineering) draw the top students from across Canada. The department offers an outstanding research environment in two

recently completed new buildings with world-class research laboratories. Researchers at the University of Waterloo benefit from close connections with the many high-technology companies in the Waterloo area and from the very generous intellectual property policy of the University. The University of Waterloo has been named the "Best Overall" university by reputation in Canada. It is located in the attractive two-university community in the Region of Waterloo (population of 452,000) in southwestern Ontario. The city is located within easy driving distance, as are the many recreational opportunities offered by the Great Lakes and Provincial Parks. Interested candidates should send a curriculum vitae, a statement of research and teaching interests, and the names of at least three references to the Faculty Search Coordinator via the online system at <https://ceesdm.uwaterloo.ca/DACA>. Applications will be accepted until the positions are filled. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities.

**■ ENERGY & MATERIALS MODELING & POLICY** – Simon Fraser University. The School of Civil and Environmental Engineering and Materials Science at Simon Fraser University (Burnaby, British Columbia, Canada) is a dynamic graduate school in which both social and natural scientists apply multi-disciplinary approaches to research in resource and environmental management. The school seeks to fill a tenure-track faculty position in Energy and Materials Modeling and Policy at the Assistant Professor rank. We invite applications from PhDs who will develop a program of research and teaching which focuses on using quantitative tools to model policies that relate to the sustainable use of energy and materials in human systems. (1) Successful candidates will have a background in economics, engineering, systems analysis or a related field. They should have a PhD in economics, engineering, or a related field. They should have demonstrated, via training and preferably publications, a firm understanding of the quantitative tools used in policy analysis. Those with a PhD in engineering should have demonstrated, via training and publications, a firm understanding of economics and policy analysis. (2) Successful candidates will have a strong quantitative focus, with advanced capabilities in the design, parameter estimation and application of energy and materials systems models that can provide effective analysis of sustainable policy alternatives. (3) Suitable candidates should have demonstrated an ability to guide research and teach in a diverse, multi-disciplinary environment involving collaboration between natural and social scientists. A successful candidate will teach graduate and undergraduate courses, supervise graduate students, and conduct research. The teaching experience is highly desirable. All qualified candidates are encouraged to apply. However, Canadians and permanent residents are given priority. The University of Waterloo is committed to employment equity and encourages applications from all qualified individuals, including women, members of visible minorities, and persons with disabilities. Please note that this position is open to individuals of any gender. Candidates should submit their application materials to the final approval by the Board of Governors. The expected starting date is August 1, 2011. Applicants should send a Curriculum Vitae, transcripts, samples of relevant papers, and immediately request three referees to send confidential letters of recommendation directly to the Faculty Search Coordinator, Department of Resource and Environmental Management, Simon Fraser University, 8888 University Avenue, Burnaby, Canada V5A 1S6. TEL: 778-762-3074; FAX: 778-762-4958; e-mail: [rem\\_facultysearch@sfu.ca](mailto:rem_facultysearch@sfu.ca). For more information, visit the web site: <http://www.reman.sfu.ca>. Applications will be accepted until the position is filled, but the search committee will be reviewing applications on an ongoing basis. For further information, please see: [http://www.sfu.ca/vpacademic/FacultyOpenings/Collection\\_Notice.html](http://www.sfu.ca/vpacademic/FacultyOpenings/Collection_Notice.html).

**■ ENVIRONMENT, ENTERPRISE & DEVELOPMENT (OCCUPATIONAL)** – University of Waterloo. The Department of Environment, Enterprise and Development (SEED), in the Faculty of Environmental Studies, University of Waterloo, is seeking a Director of the School. The successful candidate will lead the academic activities of SEED, including teaching and research, and will be responsible for the outreach and research. The successful candidate will have: 1. a PhD and academic qualifications expected for an appointment to a tenured position at the Professor or Associate Professor level; 2. a multidisciplinary research interest in one or more areas of business and environment, local economic development and international development; 3. ability to shape the direction of undergraduate and graduate teaching and scholarship in SEED; 4. strong administrative, communication and leadership skills. The School of Environment, Enterprise and Development was founded in 2008 and has a current enrolment of approximately 575 students, and is experiencing further rapid growth. The school is seeking faculty members with diverse backgrounds and growing research capacities. In 2011, the School will move to a new building, the LEED Platinum building, with new classrooms, student spaces and offices. SEED intends to be a recognized world leader in integrated approaches for sustainable solutions to the world's most pressing challenges. SEED offers comprehensive and highly interdisciplinary professional programs in sustainable business and development, with degrees in environmental studies, international development and local economic development. For details about the school and its programs please visit: <http://seed.uwaterloo.ca>. The University of Waterloo consistently ranks as a leading comprehensive university in Canada and an international research and research. It is located in Waterloo, Ontario (designated as the 2007 Intelligent Community of the Year by the Intelligent Community Forum), about 50 km west of Toronto. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities. Canadian citizens and permanent residents are given priority. Interested candidates are invited to submit a detailed curriculum vitae, a statement explaining how their abilities and interests relate to SEED and a vision of their role as Director, as well as their names, addresses, email addresses and telephone numbers of three referees. Review of applications will continue until the position is filled. Please send an application package to: Dean, Faculty of Environment, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1; email: [dean@environment.uwaterloo.ca](mailto:dean@environment.uwaterloo.ca).

**■ ETUDES INTERNATIONALES** – Collège universitaire Glendon, Université York. Le Département d'Études internationales sollicite des candidatures pour un poste au rang de professeur adjoint(e) consultant(e) à la permanence. CONTEXT: Le Collège universitaire Glendon est le seul bilingue (français-anglais) d'arts libéraux de l'Université York. Il offre une gamme de programmes de premier cycle en français et en anglais en lettres et sciences humaines. Son campus est situé en plein cœur de Toronto. POSTES: Les fonctions comprennent les tâches administratives, l'enseignement au niveau du

premier cycle dans le Département d'études internationales, l'enseignement et la supervision aux études supérieures (2e et 3e cycles) dans des programmes tels que le Master en affaires publiques et internationales, ainsi que la possibilité de participer à des programmes de recherche et d'activités de recherche à l'Université dans son ensemble. CANDIDATURES: Les candidats doivent être capables de démontrer un intérêt manifeste dans la recherche et l'enseignement en études internationales dans un contexte bilingue, interdisciplinaire et multiculturel. Elles doivent avoir un doctorat (ou être sur le point de l'obtenir) en études internationales ou dans des disciplines connexes, avec un intérêt et une expérience de l'enseignement dans deux des trois domaines suivants: (1) droit international (2) histoire, philosophie et théories de la société internationale et (3) diplomatie. Les candidats doivent avoir des publications et des projets de recherche en cours dans ces domaines. Les candidats doivent être bilingues, français-anglais, et doivent pouvoir enseigner dans ces deux langues, et de préférence, parler couramment l'anglais ou le français. La personne choisie devra être rapidement admissible au titre de professeur adjoint(e) à la Faculté des études supérieures. REMARQUE: Le salaire initial sera fixé en fonction des qualifications et de l'expérience. La date d'entrée en fonction est le 1er juillet 2011. Toutes les offres de poste à York sont sujettes à autorisation budgétaire de l'Université. ACTION POSITIVE: L'Université York est un employeur qui a adopté un programme d'action positive. Pour plus de renseignements sur le programme d'action positive ou pour un exemplaire du programme, s'il vous plaît, contactez le bureau du recrutement à l'adresse: [recruitment@utoronto.ca](mailto:recruitment@utoronto.ca) ou par téléphone au 416-736-5713. Toutes les personnes qualifiées sont encouragées à poser leur candidature. Nous encourageons également les personnes de citoyenneté canadienne ou

détenant le statut de résident permanent. DEMANDES DE POSTE: Les demandes doivent inclure un curriculum vitae (en cours ou un échantillon de travaux (à jour ou déjà publiés), et doivent être envoyées au Directeur, Département d'études internationales, Collège universitaire Glendon, Université York, 2275 Bayview Avenue, Toronto, Ontario, Canada, M4N 3M6. Les candidats doivent aussi présenter des dispositions pour faire envoyer directement au directeur les lettres de recommandation, dont l'un ou les autres doit porter sur l'enseignement. DATE LIMITE DE CANDIDATURES: 30 NOVEMBRE 2010. N.B. LES SOUSMISSIONS ÉLECTRONIQUES NE SERONT PAS ACCEPTÉES.

**■ FINANCE** – Wilfrid Laurier University. The School of Business and Economics at Wilfrid Laurier University invites applications for a tenure-track Finance faculty position, starting July 1st, 2011. Qualifications for this position include a PhD in Finance or completion of such PhD within a year. The successful candidate will be expected to develop and maintain a highly productive research agenda and provide effective teaching to undergraduate, masters and doctoral students. Their position is budgetary approved. For a detailed position description, visit our website at <http://www.wlu.ca/academic/postings/bus.shtml>.

**■ FINANCE** – Saint Mary's University. The School of Business at Saint Mary's University (SMU) invites applications for a tenure-track position in Finance at the Assistant Professor level. The position will begin on January 1 or July 1, 2011. The successful candidate will possess, or be near completion of a PhD in Finance or in a related field. Candidates are expected to possess strong teaching skills and a commitment to research excellence. A strong knowledge in risk management is an asset. The successful candidate will be expected to teach at both graduate

and undergraduate levels. In addition to conducting and supervising research that contributes to the School's MBA and Master of Finance programs, The School of Business at Saint Mary's University is a balanced research/teaching institution. Thus the largest business program in the Atlantic Provinces and offers AACSB accredited degrees at the undergraduate, masters and PhD levels. The School is located in a modern facility overlooking state of the art technology for classrooms. Excellent database resources are provided for research, including access to ProQuest, Bloomberg, CompuStat and Global Vantage. Saint Mary's is located in the heart of historic Halifax, Nova Scotia, the major educational and commercial centre on Canada's eastern seaboard. It is conveniently located to recreational, historical and cultural attractions, and to other major urban centers in Canada and the Northeastern United States. For further detail please visit [www.smbu.ca](http://www.smbu.ca). Although candidates of all nationalities are encouraged to apply, priority will be given to qualified Canadian citizens and permanent residents. Saint Mary's University is committed to principles of employment equity and encourages applications from qualified women and men, aboriginal peoples, visible minorities and peoples with disabilities. A team will be conducting interviews at the 2010 Financial Management Association (FMA) Meeting in New York, NY, between October 20-23, 2010. Applications for this position must include a letter of interest, curriculum vitae, a sample of recent working papers or publications, teaching evaluations (if available), and the name and contact information for three references. Applications should be sent to: Chair, Department of Finance, Information Systems, and Management Science, Saint Mary's University, Halifax, Nova Scotia, Canada B3H 3C8. Electronic applications should be sent to [susan.diapine@smu.ns.ca](mailto:susan.diapine@smu.ns.ca). Review of applications will begin on September 1, 2010, and continue until position is filled.



## UNIVERSITY OF ALBERTA

### Dean, Augustana Faculty and Executive Officer of Augustana Campus

The University of Alberta seeks a new Dean, Augustana Faculty and Executive Officer of Augustana Campus able to capture the Campus' vision and purpose, hold its foundational values in high regard, and guide its development in pursuit of becoming a leader among Canadian liberal arts schools. The appointment, for an initial five-year term, begins July 1, 2011.

The Dean is the Senior Officer of the Faculty, the Executive Officer of Augustana Campus, and also a Senior Administrator of the University of Alberta. The Dean provides leadership that creates an environment in which the mission and vision of the University are supported throughout Augustana Campus. The Dean has a primary reporting relationship to the Provost and Vice-President (Academic). In the role as Campus Executive Officer, the Dean also reports to other vice-presidents.

The new Dean will be in a position to guide and direct a Faculty in a pivotal phase of development, building on a foundation of teaching and learning excellence, leading growth and innovation in research, and overseeing the development and utilization of new buildings.

Candidates must possess an earned doctorate with a strong record of contribution in their academic and research fields. They must have a proven commitment to excellence in teaching and research and, in particular, to excellence in liberal arts education. Applicants must have administrative experience at a senior level and a history that demonstrates their ability to build and maintain relationships on various levels. Further, candidates must have experience in fundraising and external relations, and a proven record of excellence in leadership.

Augustana Campus values its ties to the City of Camrose, to the greater Camrose region, and to the Province. Unique to the role of this Dean is involvement as a prominent community leader, effective in influencing the directions of the communities with whom the Campus enjoys relationships of trust.

The University of Alberta is one of the top 100 public teaching and research universities in the world, serving some 37,000 students with more than 14,000 faculty and staff. Founded more than a century ago, the University has an annual budget in excess of \$1.5 billion and attracts well over \$400 million in external research funding. While the University's central campus is located in the provincial capital city of Edmonton, Augustana Faculty is located on its own 47-acre campus in Camrose, one hour outside of Edmonton. Augustana Campus has a collection of unique strengths—combining the advantages of a large, research-intensive University with the benefits of a small, residence-based community.

The University of Alberta Augustana Campus is home to about 1,000 undergraduate students and a core professorate of 65. The Faculty offers four-year baccalaureate degrees in arts, sciences, music, and management. In addition, Augustana faculty participate in a number of University graduate programs Augustana aspires to educate the whole person in an intimate, small-campus setting so that students and mentors alike are capable of engaging life with intellectual confidence and imaginative insight, are equipped for leadership and service, and are committed to the betterment of their world.

Consideration of candidates for this position will begin in October 2010. For more information, please see Competition No. A103111625 at [www.careers.ualberta.ca](http://www.careers.ualberta.ca). Written nominations, applications, or expressions of interest should be submitted in confidence to:

Irene Hacke  
Selection and Review Initiatives  
Manager  
Office of the Provost and Vice-President (Academic)  
University of Alberta  
2-10 University Hall  
Edmonton, Alberta  
Canada T6G 2J9  
[irene.hacke@ualberta.ca](mailto:irene.hacke@ualberta.ca)  
Tel: 780.492.7586

Alberta's

The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diverse and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.





## CAREERS CARRIÈRES



**Brock**  
Both Sides of the Brain

## Vice-President, Research

Brock University invites applications and nominations for the position of Vice-President, Research.

With 578 full-time faculty members, Brock is fully committed to research. Along with other capital expansion projects at Brock, the Niagara Health and Bioscience Research Complex is well under construction to provide a unique research, graduate teaching and innovation facility. Brock University graduates continue to enjoy one of the highest employment rates of all Ontario universities. The university has seven Faculties — Applied Health Sciences, Business, Education, Humanities, Mathematics and Science, Social Sciences and Graduate Studies.

The Vice-President, Research is a member of the university's senior administrative council and the chief research officer of the university. He/she will support Brock's transformation as a research-intensive university that values innovation, commercialization and knowledge transfer to all undergraduate and graduate teaching. He/she will update the university's Strategic Research Plan, and advocate, both internally and externally, for the university on matters of research. Establishing and maintaining effective liaison with external funding agencies, business, industry, government and the broader community are top priorities.

The successful candidate will have exceptional scholarship and research credentials of a national and international stature and demonstrated academic leadership, with superior administrative, communications, and interpersonal skills. He/she will have extensive experience in advancing research excellence and impact, with the ability to think creatively and encourage and support excellence through a range of means, including multi-sectoral partnerships. A broad interest in, and appreciation for the range of scholarly and scientific disciplines in which Brock excels are essential. The appointment ideally will begin on July 1, 2011.

Consideration of candidates will begin early January 2011. Please include with the application a full curriculum vitae, a statement of interest in the position and the names and contact information of three referees. Please submit applications or nominations, in confidence, to:

Darren R. Harper  
Associate Vice-President, Human Resources  
Brock University, St. Catharines, ON Canada L2S 3A1  
E dharper@brocku.ca  
T 905 688 5550 x4711

## Dean, Faculty of Applied Health Sciences

Brock University invites applications and nominations for the position of Dean, Faculty of Applied Health Sciences.

The Faculty of Applied Health Sciences is one of seven Faculties at Brock. With an emphasis on health and wellness at an individual and community level, the Faculty offers a range of programs in the departments of Community Health Sciences, Nursing, Physical Education and Kinesiology, Recreation and Leisure Studies, and Sport Management. The Faculty has experienced a decade or more of unprecedented growth, and while the new Dean will continue to oversee strategic growth, the Dean will provide the necessary leadership as the Faculty consolidates its position as a mature national and international centre of research, scholarship, teaching, and community service. In addition to a range of undergraduate degrees, the Faculty offers MA, MSc and PhD degrees.

More than 20 full-time staff support about 80 faculty members. Faculty members have broad and diverse research interests that are supported by CIHR, SSHRC and NSERC. Learn more about the Faculty of Applied Health Sciences at [www.brocku.ca/fahs/](http://www.brocku.ca/fahs/)

Reporting to the Vice-President Academic, the Dean will provide visionary leadership and oversight to the academic programs, budget and activities of the Faculty. In addition to an excellent record of scholarship in one of the Faculty disciplines, the successful candidate must have proven leadership and management experience and a commitment to excellence in teaching and research. A collaborative style and the capacity to lead the Faculty through the next stage of its evolution are essential. The ability to build bridges and partnerships with other Faculties, educational and research institutions and the community is a highly desired attribute. Decanal candidates must be eligible for appointment at the rank of full professor or eligible for promotion to that rank.

The appointment, for an initial five-year term, ideally will begin on July 1, 2011. Consideration of candidates will begin early January 2011. Please include with the application a full curriculum vitae, a statement of interest in the position, and the names and contact information of three referees. Please submit applications or nominations, in confidence, to:

Dr. Murray Knuttila  
Provost and Vice-President, Academic  
Brock University, St. Catharines, ON Canada L2S 3A1  
E mknuttila@brocku.ca  
T 905 688 5550 x4121

## Dean, Faculty of Graduate Studies

Brock University invites applications and nominations for the position of Dean, Faculty of Graduate Studies.

Working closely with the Provost, Vice President, Research; and the Deans of the Faculties of Applied Health Sciences, Business, Education, Humanities, Mathematics and Science, and Social Sciences, the Dean of Graduate Studies will support the development of new and dynamic graduate programs at both the master's and doctoral level. The continued expansion and diversification of graduate programming at the university is critical to Brock's recognition as a research-intensive university offering master's and doctoral training of the highest calibre. Increased interdisciplinary and cross-disciplinary programming, along with collaborative programs within the university and with external partners, is a high priority. The Dean is expected to provide opportunities for graduate students in the areas of leadership skill development, innovation and community outreach.

The Dean will ensure the quality of current graduate programs as required within Brock University and will oversee the approval process for new programs within the university and at the Ontario Council of Graduate Studies. Brock currently has 39 graduate programs. The Dean will represent Brock University in organizations promoting graduate studies at the provincial level (Ontario Council of Graduate Studies) and the national level (Canadian Association of Graduate Studies).

The Dean of the Faculty of Graduate Studies is expected to be an established scholar with experience in the operation of graduate programs and will possess the academic leadership to mobilize and support the diverse graduate programs within the university. The ideal candidate will possess outstanding organizational, interpersonal, communication, and team-building skills to meet the needs of a growing and dynamic graduate program environment at Brock University.

The appointment, for an initial five-year term, ideally will begin on July 1, 2011. Consideration of candidates will begin early January 2011. Please include with the application a full curriculum vitae, a statement of interest in the position, and the names and contact information of three referees. Please submit applications or nominations, in confidence, to:

Dr. Murray Knuttila  
Provost and Vice-President, Academic  
Brock University, St. Catharines, ON Canada L2S 3A1  
E mknuttila@brocku.ca  
T 905 688 5550 x4121

## Dean, Faculty of Mathematics and Science

Brock University invites applications and nominations for the position of Dean, Faculty of Mathematics and Science.

The Faculty of Mathematics and Science has 75 full-time faculty and 2,074 full-time equivalent undergraduate students, which includes 1,405 full- and part-time majors (2009-10). Undergraduate programs are offered via six departments and two centres, including Biotechnology and Neuroscience, along with a number of interdisciplinary programs such as Biomedical Sciences. Graduate student enrolment totals 162 with MSc programs in Biological Sciences, Biotechnology, Chemistry, Computer Science, Earth Sciences, Mathematics and Physics. PhD programs are offered in Biological Sciences, Chemistry, Biotechnology and Physics, the latter commencing in September 2010. The Faculty is committed to world-class fundamental and applied research. The new Niagara Health and Bioscience Research Complex scheduled for occupancy in summer 2012 demonstrates the university's and the Faculty's commitment to research and graduate teaching.

As a member of the university's senior administrative team, reporting to the Provost and Vice-President, Academic, the Dean of Mathematics and Science will play a significant role in university-wide initiatives and in the promotion of the Faculty. Responsible for the leadership, operation and management of the Faculty of Mathematics and Science, including strategic planning, academic development, curricular planning and budgeting, the ideal candidate is an experienced, effective leader with strong interpersonal skills and has the ability to foster and mentor excellence in teaching and research. An established scholar with extensive academic leadership experience at the departmental and/or other senior university level position, the candidate should have a distinguished record in undergraduate and graduate teaching, demonstrated supervisory experience of graduate students, and have a strong record of research achievement.

The appointment, for an initial five-year term, ideally will begin on July 1, 2011. Consideration of candidates will begin early January 2011. Please include with the application a full curriculum vitae, a statement of interest in the position, and the names and contact information of three referees. Please submit applications or nominations, in confidence, to:

Dr. Murray Knuttila  
Provost and Vice-President, Academic  
Brock University, St. Catharines, ON Canada L2S 3A1  
E mknuttila@brocku.ca  
T 905 688 5550 x4121

Located at the centre of Canada's beautiful Niagara Peninsula in St. Catharines, Ontario, Brock University is the only Canadian university with the distinction of being part of a UNESCO Biosphere Reserve. The university offers strong undergraduate, graduate and interdisciplinary programs that include co-op and other experiential learning opportunities to more than 17,000 students. Brock celebrates the success of its 73,000-plus alumni, who enjoy one of the highest employment rates among graduates from Ontario's universities.

Brock University is actively committed to diversity and to the principles of employment equity and invites applications from all qualified candidates. Women, Aboriginal peoples, members of visible minorities, and people with disabilities are especially encouraged to apply. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

Visit us at: [brocku.ca](http://brocku.ca)



# CAREERS CARRIÈRES

**CONCORDIA UNIVERSITY'S REPUTATION AS ONE OF CANADA'S MOST DYNAMIC AND INNOVATIVE UNIVERSITIES** has its roots in over 180 years of pursuing academic excellence and student success.

This tradition of individual empowerment, discovery and leadership building was developed by the University's founding institutions—Loyola College and Sir George Williams University—and continues to advance new expressions with local, national and global relevance.

The vibrancy of the Concordia community mirrors and grows out of its urban and multicultural environment in the heart of Montreal. This openness to the world and to new ideas inspires the University to develop an international approach to learning, research, and social responsibility.



## Faculty of Arts and Science

Home to 27 departments, colleges, schools and Institutes, the Faculty of Arts and Science is leading Concordia University to the forefront of research and graduate education in Quebec and Canada. Recognized for innovative research in the sciences, the humanities, and the social sciences, the Faculty invites applications for the following tenure-track positions. Please send your application to the appropriate departmental contact c/o Concordia University, 1455 de Maisonneuve Blvd. W., Montreal, QC, H3G 1M6. Applications must consist of a cover letter, a current curriculum vitae, copies of recent publications, a statement of teaching philosophy/interests, a statement of research achievements, and evidence of teaching effectiveness. Candidates must also arrange to have three letters of reference sent directly to the departmental contact. For application deadlines, please see position details.

## APPLIED HUMAN SCIENCES

The Department of Applied Human Sciences invites applications for one tenure track position in Youth Work. Applicants must have a PhD in a relevant social science discipline. Successful candidates are expected to maintain an active research profile and pursue external funding. French proficiency is an asset. A scholar/practitioner, whose research and practice can inform undergraduate coursework and student supervision in youth work and/or child and youth care settings and advanced training in youth work intervention and consultation is required. All applications should reach the department no later than November 1, 2010. Dr. Lisa Ostiguy, Chair, Department of Applied Human Sciences, [ostiguy@alcor.concordia.ca](mailto:ostiguy@alcor.concordia.ca) | [ahsc.concordia.ca](http://ahsc.concordia.ca)

## GEOGRAPHY, PLANNING AND ENVIRONMENT

The Department of Geography, Planning and Environment invites applications for one tenure-track position in environmental assessment. The candidate, who will play a leading role in two new graduate programs (an internship-based MEnv and course-based Diploma in EA), is expected to have both practical experience in the field of environmental assessment and a demonstrated ability to contribute to the scholarly literature and acquire grants. The Department welcomes applications from both natural and social scientists, particularly those with related/relevant technical skills (e.g. GIS or remote sensing). A PhD (or ABD) is required. All applications should reach the department no later than October 15, 2010. Dr. David Greene, Chair, Department of Geography, Planning and Environment, [green@alcor.concordia.ca](mailto:green@alcor.concordia.ca) | [gpe.concordia.ca](http://gpe.concordia.ca)

## PHILOSOPHY

The Department of Philosophy invites applications for one tenure-track position with specialisation in philosophy of science. The Department is currently extending its graduate programs and research profile, which includes strengths in the history of philosophy of science and evolutionary epistemology. We are interested in candidates whose research links these two areas. A research concentration in the philosophy of biology may be an advantage. All applications should reach the department no later than November 1, 2010. Dr. David Morris, Chair, Department of Philosophy, [davimor@alcor.concordia.ca](mailto:davimor@alcor.concordia.ca) | [philosophy.concordia.ca](http://philosophy.concordia.ca)



## Faculty of Engineering and Computer Science

Concordia University's Faculty of Engineering and Computer Science offers excellent teaching and research opportunities in a dynamic setting. Candidates are invited to apply for the following full-time, tenure-track faculty positions. Applicants will be expected to demonstrate a strong commitment to supervision of MSc and PhD students, and to excellence in teaching at both the graduate and undergraduate levels. They must also conduct independent scholarly research and attract strong external funding.

Applications should consist of detailed curriculum vitae, a statement concerning teaching and research interests and the names of at least three referees. Only short-listed candidates will be notified. Relevant industrial experience is an asset, as is knowledge of the French language. Membership or eligibility for membership in a Canadian professional engineering association, preferably in the province of Quebec, is required. Review of the applications will begin immediately and will continue until the positions are filled. Electronic applications are preferred and should be sent to the appropriate department contact by email no later than November 1, 2010; hard copies may be sent to the appropriate contact c/o Concordia University, 1455 de Maisonneuve Blvd. West, Montreal QC, H3G 1M6. For additional information on the Faculty and further details on these postings, visit [encs.concordia.ca](http://encs.concordia.ca)

## BUILDING, CIVIL AND ENVIRONMENTAL ENGINEERING

Dr. S. Alkass - Chair, BCEE  
[alkass@bcee.concordia.ca](mailto:alkass@bcee.concordia.ca) | [bcee.concordia.ca](http://bcee.concordia.ca)

We invite applications for positions in the following three areas: Infra Structure Engineering specializing in bridge design and rehabilitation. Applicants must have a proven track record in the analysis and design of bridges. Individuals with expertise in practical design and rehabilitation of bridges are especially encouraged to apply. The successful candidate will be expected to assume responsibility for establishing a significant research program in bridge engineering.

Structural Engineering with specialization in seismic and earthquake engineering. Applicants must have a proven track record in the analysis and design of structures with emphasis on seismic and earthquake engineering. Individuals with expertise in experimental structural testing, and practical design experience are especially encouraged to apply. The successful candidate will be expected to assume responsibility for establishing a significant research program in seismic and earthquake engineering.

Construction Engineering and Management. Applicants must have interest in pursuing leading-edge research in one or more of the following areas: automated construction management systems utilizing remote sensing and spatial technologies, and life-cycle optimization of civil and building engineering systems. Applicants must have strong background knowledge in information technology such as artificial intelligence, computer simulation, object oriented modeling, and innovative visualization of products and processes.

## CONCORDIA INSTITUTE FOR INFORMATION SYSTEMS ENGINEERING

Dr. M. Debbabi - Director, CIISE  
[director@ciise.concordia.ca](mailto:director@ciise.concordia.ca) | [ciise.concordia.ca](http://ciise.concordia.ca)

We invite applications for one position in the area of Information Systems Security. Candidates must

possess a strong expertise in one of the following: Networking Security, Operating Systems Security, Application and Middleware Security and Cyber Forensics. Candidates must have demonstrated the potential to achieve international recognition through original and creative high-caliber research. Successful candidates are expected to be excellent emerging researchers with strong leadership capabilities. Additional duties include graduate student supervision and teaching courses within the Information Systems Security Master Programs, and also teaching and developing undergraduate/graduate courses within the programs of the Faculty of Engineering and Computer Science

## MECHANICAL AND INDUSTRIAL ENGINEERING

Dr. M. D. Pugh - Chair, MIE  
[chair@mie.concordia.ca](mailto:chair@mie.concordia.ca) | [mie.concordia.ca](http://mie.concordia.ca)

We invite applications for one position in the area of Industrial Engineering. Applications are sought in the general area of industrial engineering with expertise and interests in one or more of the following research areas: sustainable design through Lean Supply Chain Management, Reverse Logistics, and Design for Manufacturing/Re-Manufacturing. The candidate is expected to teach courses in industrial engineering at the undergraduate and graduate levels, undertake an active research program and supervise graduate students. The candidate must possess excellent communication skills, while relevant industrial experience will definitely be an asset.



## Faculty of Fine Arts

The Faculty of Fine Arts offers an unparalleled range of fine arts programs across nine departments and three research institutes, a vibrant cross-disciplinary environment, and exceptional state-of-the-art facilities. We invite applications for the following tenure-track positions which should reach departments on or before November 1, 2010.

Please consult our website for further information and application instructions for each position: [finearts.concordia.ca/officeoftheadvancetofpostings](http://finearts.concordia.ca/officeoftheadvancetofpostings)

## DEPARTMENT OF ART HISTORY

Academic Chair or Special Professorship in Canadian Art History: The Gall and Stephen A. Jarslowsky Institute for Studies in Canadian Art is seeking a Director who will hold an Academic Chair or Special Professorship in Canadian Art History and a tenure-track appointment. As an outstanding senior scholar, the successful candidate will teach and supervise primarily MA, PhD and post-doctoral students; establish research initiatives; engage in dialogue with educational, museum and cultural institutions dedicated to studies in the visual arts of Canada; and oversee the Institute. Fluency in English and French is considered a strong asset.

First Nations/Aboriginal Art History: We invite applications from specialists in First Nations, Métis and/or Inuit arts and culture who are active in a variety of fields and approaches. Applicants should have a completed PhD, teaching experience at the post-secondary level, and demonstrated ability to conduct and disseminate innovative research.

## DEPARTMENT OF DESIGN AND COMPUTATION ARTS

Sustainability: We are seeking candidates with a multidisciplinary design research profile that focuses on innovative strategies to explore design within the context of ecological and economic effectiveness as well as socio-cultural responsibility. Applicants should possess a terminal degree, MFA, MDes, PhD, or equivalent, teaching experience at the university level; demonstrated ability to attract external funding for research; a strong emerging profile or an established design practice and research profile, and administrative and committee service experience at the university level. Fluency in French would be considered an asset.

## DEPARTMENT OF CREATIVE ARTS THERAPIES

Music Therapy: We are seeking candidates to help develop our newly established music therapy program, Canada's only music therapy graduate program in a creative arts therapies context. Applicants should have a PhD (or ABD) in Music Therapy or a related discipline; post-secondary teaching experience; professional certification as an accredited music therapist (MTA, or the equivalent credential outside of Canada); a minimum of five years clinical experience; an established research profile, including a strong record of funded research in music therapy, and demonstrated administrative experience and committee service. Fluency in French would be considered a strong asset.

## DEPARTMENT OF STUDIO ARTS

Drawing: We are seeking candidates with a strong critical/theoretical background and contemporary understanding of both extended and discipline-based approaches to drawing practice. Applicants should possess an MFA degree or equivalent; a strong exhibition record; a minimum of two years university teaching experience; and demonstrated administrative experience and committee service. Fluency in French would be considered an asset.

Print Media: We are seeking candidates with a strong historical and theoretical understanding of traditional and extended print practices. The candidate's portfolio, professional and teaching experience should demonstrate expertise in two or more print areas including but not limited to direct and offset lithography; photo processes in intaglio; and UV screen printing. Preferred candidates will have a strong exhibition record; a minimum of three years teaching experience; demonstrated knowledge of print history and theory; and administrative and committee service experience at the university level. Fluency in French would be considered an asset.



## John Molson School of Business

The John Molson School of Business is among the largest English language business schools in Canada. Its mission is to develop responsible leaders and global citizens with an ability to manage in future business environments that are global, complex and sustainable. JMSB is accredited by the Association to Advance Collegiate Schools of Business (AACSB). The school offers courses at the Baccalaureate, Diploma in Chartered Accountancy, Certificate in Management Accounting, MBA (including Executive option) and PhD levels. JMSB has five departments, eight research centres, 8,000 students, and over 37,000 alumni worldwide.

## DEPARTMENT OF ACCOUNTANCY

We invite applications for two tenure-track positions in Accountancy. Candidates must possess a doctoral degree (completed or near completion) with concentration in Accounting, and a relevant research and teaching record. Duties include a commitment to research and scholarly publications, and teaching in any of the following areas: financial accounting, managerial accounting, auditing or taxation.

The Department of Accountancy has nearly 30 full-time faculty members, is one of the largest in the country, and has an established record of excellence in academic research and professional accounting education.

Please send your application package (i.e. cover letter, resume, statement of research interest and teaching philosophy, teaching evaluations, official PhD transcript, working papers, and three sealed reference letters) as soon as possible but no later than February 1, 2011, to: Majidul Islam, Ph.D., CGA, Chairman and Associate Professor, Department of Accountancy, JMSB, Concordia University, 1455 de Maisonneuve Blvd. W., MB 14-215, Montreal, Quebec, Canada H3G 1M6. Tel: 514-848-2424/Ext: 2235; Fax: 514-848-4518. Email: [mislam@jmsb.concordia.ca](mailto:mislam@jmsb.concordia.ca)

Subject to budgetary approval, we anticipate filling these positions normally at the rank of Assistant Professor, for July 1, 2011. Appointments at a more senior level may also be considered for some of the positions advertised. Unless otherwise stipulated in the descriptions on our website, candidates for all positions should have a PhD. Review of applications will begin immediately and will continue until the positions are filled.

All inquiries about specific positions should be directed to the appropriate departmental contact.

All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents of Canada will be given priority. Concordia University is committed to employment equity.



## CAREERS CARRIÈRES


[www.yorku.ca/acadjobs](http://www.yorku.ca/acadjobs)

York University offers a world-class, modern, interdisciplinary academic experience in Toronto, Canada's most multicultural city. York is at the centre of innovation, with a thriving community of almost 60,000 faculty, staff and students who challenge the ordinary and deliver the unexpected.

York's Faculty of Fine Arts ranks among the leading centres for fine arts education in North America. One of Canada's largest and most comprehensive professional training and research institutions for fine arts and design, the Faculty comprises some 2,800 students and 165 faculty working in all areas of fine arts practice and scholarship. The Faculty includes the Departments of Dance, Design, Film, Music, Theatre, and Visual Arts, and a program in Fine Arts Cultural Studies. Further information about the Faculty can be found at [www.finearts.yorku.ca](http://www.finearts.yorku.ca).

The following tenure-track positions will commence July 1, 2011, and are subject to budgetary approval. Salaries will be commensurate with qualifications and experience. Applications for all positions should be addressed to the appropriate contact person and area co-ordinates specified under each listing, at: **York University, 4700 Keele Street, Toronto, Ontario, Canada, M3J 1P3.**

## Faculty of Fine Arts

### TENURE-TRACK APPOINTMENTS

#### DEPARTMENT OF DANCE

The Department of Dance, the largest in Canada, is in growth mode in both undergraduate and graduate studies. In 2006, we moved into an impressive, new, state-of-the-art facility that includes eight dance studios, a proscenium theatre, a recital hall and a cinema. We offer an MA in Dance and an MFA in Choreography and Dance Dramaturgy. Our PhD in Dance Studies has two fields: Dance Ethnography & Cultural Research and Dance History & Heritage Studies.

##### Dance Education

Applications are invited for a full-time tenure-track position at the rank of Assistant or Associate Professor in Dance Education. The position involves teaching core courses in Dance Education at both the undergraduate and graduate levels. The successful applicant may also be requested to design and deliver new courses and participate in the creation of new certificate/diploma programs. At the graduate level, the position will involve extensive research supervision. The successful candidate will, therefore, be suitable for prompt appointment to the Faculty of Graduate Studies. In this regard, a PhD and a substantial publication record will be important. The applicant should be willing to make regular and generous service contributions to the Department, Faculty, University and the community, a duty expected of all tenure-stream faculty. At the departmental level, this involves governance, committee work, and undergraduate and graduate curriculum development and growth.

We seek an experienced, dynamic, innovative researcher in critical dance pedagogy and its practice, with a significant publication record and specialization in at least one of the following areas: experiential learning, community dance, and/or cultural studies. In addition to a PhD, this scholar in dance education will have wide-ranging embodied teaching experience in dance at all levels of education, from primary to university. Knowledge of dance education as applied to multiple populations in community contexts, locally, nationally and internationally, is also highly desired. The Department is eager to expand its profile through increased engagement with digital, multimedia and online teaching modalities, as these are the new frameworks through which many contemporary students live and learn. To that end, knowledge of, and facility in this area are preferred. Applicants should also have additional expertise in another area of teaching or research, such as: technology, dance history, body therapies/somatics, or creativity studies.

Applicants should submit a letter stating their professional experience and research interests, a statement of teaching experience and philosophy, examples of creative/scholarly work available online and/or on a DVD, examples of students' work (if available), a curriculum vitae, and three letters of reference, to be received by **December 1, 2010**, to: Chair, Dance Education Search Committee, Department of Dance, Faculty of Fine Arts, 301 Accolade East.

#### DEPARTMENT OF DESIGN

The Department of Design aims to provide leadership and excellence in design research and education in Canada. Our York/Sheridan Program in Design was the first Bachelor of Design Honours Degree (B.Des Hons.) in Ontario and the York Master of Design (M.Des.) program was the first master's degree program. Our undergraduate curriculum focuses on all aspects of design studies, visual communication design, information design and interactive multimedia. The M.Des. encourages the exploration of different approaches in contemporary research in design in support of innovation and experimentation.

##### Web/Interactivity/Graphic Design

Applications are invited for a full-time tenure-track position at the rank of Assistant Professor in Web/Interactivity/Graphic Design. The appointment requires participation in departmental governance, committee work, and undergraduate and graduate curriculum development and growth. The successful candidate will teach a full range of digital web techniques, and encourage the design of both informational and interactive media within a broad-ranging program. This entails teaching at all levels of the undergraduate program, leading graduate research and thesis preparation, and participating actively in personal scholarly research and design as well as in the continued development of the web design/interactivity curriculum. Participation as an enthusiastic team member in the Department, collaborating with faculty and staff in teaching, scholarship and research efforts, is expected, as is participation in departmental, faculty and university-level service. The successful candidate should be suitable for prompt appointment to the Faculty of Graduate Studies.

Along with a M.Des./MFA degree in Graphic Design, Visual Communication Design or Interactivity Design, or an equivalent terminal degree, the successful candidate will have a minimum of three years of professional practice experience in web design, including expertise in website planning and development, information architecture, interface design, interactivity and usability design, and familiarity with industry-standard programming languages. Preference will be given to candidates with demonstrated professional recognition, such as publications and awards, for web/interactive work, teaching experience at the post-secondary level, and demonstrated interest in, and knowledge of new media theory, design process and creative problem-solving as it pertains to web design and interactivity. Strong consideration will be given to applicants whose work challenges the borders of art and design. A demonstrated strong technical grounding in formal design principles, design process and creative problem-solving, knowledge of the web/interactivity industry and its history and critical theory, critique skills, and good interpersonal and communication skills are also preferred.

Applicants should submit a letter of application stating their professional experience and interests, teaching experience, examples of creative work (10 to 15 projects) available online and/or on a DVD, examples of students' work (if available), a curriculum vitae, and three letters of references, to be received

by **October 17, 2010**, to: Barb Batke, Administrative Assistant, Design Search Committee, Department of Design, 400B TEL Building. Tel.: 416.736.2100, ext. 77434. Fax: 416.736.5450. E-mail: [bbatke@yorku.ca](mailto:bbatke@yorku.ca).

#### DIGITAL/INTERACTIVE MEDIA PRODUCTION

Applications are invited for a full-time tenure-track position in Digital/Interactive Media Production at the Assistant Professor level. This position calls for research excellence that complements and builds on existing strengths in the Faculty of Fine Arts in interactive sound and image content for a range of media, predominantly screen-based. The position will attract a strong junior researcher whose creative practice and theoretical interests address embodied interaction, that is, the physical movement of individuals and groups in relation with interactive media (sculptural, screen-based, installation format, etc.). The candidate must demonstrate specific strengths in at least two of the following areas: platform-adaptable content, which can include 3D content and mobile computing; tangible/physical computing; interactive or responsive image and sound environments; visualization. The position also complements strengths in human computer interface (HCI) research and novel interface development in the Department of Computer Science within the Faculty of Science and Engineering. The position meets immediate teaching needs for courses at the core of the Digital Media BA program that is jointly offered by three York faculties (Fine Arts, Science and Engineering, and Liberal Arts and Professional Studies). For further information, visit [www.yorku.ca/finearts/lacs/ugrad/ugrad.htm](http://www.yorku.ca/finearts/lacs/ugrad/ugrad.htm).

This appointment will build on the Faculty's research and programming initiatives, already established in collaboration with the faculties of Science and Engineering, Liberal Arts and Professional Studies, Education and Osgoode Hall Law School. The successful candidate will contribute to the development of a cluster of research activity in Digital Media across the University, thereby supporting York's leadership role in defining and advancing this important field ([www.digitalmedia.yorku.ca](http://www.digitalmedia.yorku.ca)). The addition of the successful candidate's research strengths to the Digital Media group at York will bolster the ability to pursue major research grants and collaborative projects with academic and industry partners.

The profile of the successful candidate will incorporate interdisciplinary approaches to art and science, with a capacity to teach studio-based courses and parallel theoretical strength in the Digital Media BA Program, as well as the ability to contribute to the development of pan-faculty digital arts curriculum in the Faculty. The determination of the successful candidate's home department within Fine Arts will depend upon the candidate's core scholarly/creative strengths. The successful candidate must have an MFA in Digital Media or an equivalent subject area (a PhD in Digital Media or an equivalent subject area is preferred), and three years of post-secondary teaching experience. A practising professional artist with an active exhibition record, the successful candidate will bring a high competency in programming, and a strong commitment



## CAREERS CARRIÈRES

## G

**■ GEOGRAPHY – University of Victoria.** The Department of Geography, University of Victoria, invites applications for a tenure-track position in the area of water resource management. The appointment, effective July 1, 2011, will be made at the rank of Assistant Professor. The successful candidate will be expected to teach introductory courses in resource management and advanced courses in water resource management. The successful applicant will have a Ph.D. (or close to completion) in Geography, outstanding research potential, a dedication to teaching and the ability to work synergistically both within the Department and in collaboration with other units on campus. The University of Victoria is a leading institution on the study of climate variability and change and includes the Pacific Institute for Climate Solutions (PICS), Pacific Climate Impacts Consortium (PCIC) and the Water and Climate Impacts Research Centre (WCIRC) which is housed in the Department of Geography. The successful applicant will be expected to have an expertise in water resource management and climate change. Interests and experience in coastal water resource management is also an asset. Letters of application should include a curriculum vitae, a statement outlining teaching and research interests, and evidence of research and teaching ability. Applicants should arrange for three letters of reference to be sent prior to the closing date. Completed application must be received by 31 October 2010. E-mailed and faxed applications will not be accepted. All queries and applications should be directed to: Dr. Philip Dearden, Professor and Chair, Department of Geography, University of Victoria, PO Box 3800, Victoria, BC V8W 3R4, Canada. Telephone: 250-721-7325; Email: phil@ualimail.geog.uvic.ca; Web: <http://www.geog.uvic.ca/>; Fax: 250-721-7325. The University of Victoria is an equal opportunity employer and encourages applications from women, persons with disabilities, visible minorities, Aboriginal peoples, people of all sexual orientations and genders, and others who may contribute to the further diversification of the University. All qualified candidates are encouraged to apply, however, in accordance with Canadian immigration requirements, Canadians and permanent residents will be given priority.

**■ GEOGRAPHY – Simon Fraser University.** The Department of Geography at Simon Fraser University invites applications for a tenure-track faculty appointment in environmental remote sensing. We seek a scientist with expertise in satellite or LiDAR technology and applications in any relevant geographic information science, physical or human geography are desirable. The appointment will be at the rank of Assistant Professor and will likely begin April 1, 2011. Applicants must have completed a Ph.D. by the time of appointment and should demonstrate a promise of excellence in research and effectiveness in teaching at the undergraduate and graduate levels in spatial information science. Prior teaching responsibilities are to instruct undergraduate and graduate courses in remote sensing with the ability to develop linkages to graduate courses within the Faculty of Environment and SFU. The appointee will be responsible for establishing an externally funded research program. For application details please visit: <http://www.sfu.ca/geography/employment.html>. All qualified candidates are encouraged to apply. However, Canadians and permanent residents will be given priority. Simon Fraser University is committed to employment equity and encourages applications from all qualified women and men, including visible minorities, Aboriginal people, and persons with disabilities. Please note that this position is contingent upon available funding and

is subject to final approval by the Board of Governors. Under the authority of the University Act, personal information that is required by the University for academic appointments and competition will be collected. For further details see the Collection Notice: [http://www.sfu.ca/academic/Faculty\\_Openings/Collection\\_Notice.html](http://www.sfu.ca/academic/Faculty_Openings/Collection_Notice.html).

**■ GEOTECHNICAL ENGINEERING – University of New Brunswick.** The Department of Civil Engineering at the University of New Brunswick, Fredericton campus, invites applications for a tenure-track position in the area of Geotechnical Engineering at the rank of Assistant Professor to commence 1 January 2011. The successful applicant will be required to teach undergraduate and graduate courses in the geotechnical engineering field including soil mechanics and foundation engineering, to supervise graduate students, to establish and maintain an externally funded research program, and to play a key role in the Geological Engineering Program (delivered jointly with the Department of Geology). Current research infrastructure to support this position includes a geotechnical centrifuge and facilities to investigate soil-structure interactions. The potential to collaborate with other research groups in the Department or at the University will be considered an asset. Applicants will have a Ph.D. in Civil Engineering or a closely related field. Applicants should be eligible and willing to register as a Professional Engineer in New Brunswick. Industry experience in geotechnical engineering is desirable. Further information about the Department is provided at [www.unb.ca/eng/civil/](http://www.unb.ca/eng/civil/). Information on the City of Fredericton may be found at [www.cityof Fredericton.nb.ca](http://www.cityof Fredericton.nb.ca). A detailed curriculum vitae, a statement of teaching and research interests, and full contact details for three references, should be sent to: Dr. Bruce Wilson, P.Eng., Chair, Department of Civil Engineering, University of New Brunswick, PO Box 4400, Fredericton, NB, Canada, E3B 5A3; Email: [bruce.wilson@unb.ca](mailto:bruce.wilson@unb.ca). All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Applicants should indicate current citizenship status. This position is subject to budgetary approval. Consideration of applications will begin October 15, 2010. THE UNIVERSITY OF NEW BRUNSWICK IS COMMITTED TO THE PRINCIPLE OF EMPLOYMENT EQUITY.

**■ GEOTECHNICAL ENGINEERING – University of Waterloo.** The Department of Civil and Environmental Engineering at the University of Waterloo invites outstanding individuals to apply for a tenure-track position in the area of Geotechnical Engineering at the rank of Assistant or Associate Professor. Candidates are sought with a strong background for excellence in teaching and research. Research groups which presently include faculty with interests in micro-mechanics, geomechanics, analysis and design of buried infrastructure, geomaterial characterization, non-destructive testing, catastrophic landslides, geohazards, and geo-environmental engineering. Applicants with a Ph.D. in Civil Engineering or a closely related field will be considered. Applicants should be eligible for professional Engineering registration in the Province of Ontario. Applicants must have a demonstrated ability or have clear potential for excellence in teaching and research. Industrial experience is desirable but not a requirement. The successful applicant is expected to have excellent communication skills, to be able to supervise graduate students and secure research funding, and to teach undergraduate and graduate courses in a wide range of geotechnical subjects. These include soil mechanics, foundation engineering, numerical modelling, and earth structures engineering. The University of Wa-

terloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Interested candidates are limited to submit a detailed curriculum vitae, a statement of career objectives, and the names, addresses, e-mail addresses, telephone and FAX number of at least three references. Send to: Professor Neil R. Thomson, Chair, Department of Civil & Environmental Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1. Further information is provided at the department web site <http://www.civil.uwaterloo.ca/>. Applications will be considered at any time until the position is filled.

## H

**■ HISTORY – University of Alberta.** The Department of History and Classics (<http://www.uofa.ca/histandclassics/>) in the Faculty of Arts at the University of Alberta invites applications for a tenure-track appointment at the rank of Assistant Professor, specializing in the History of India and South Asia, and will work with the holder of the Sargol and Prem Singhar Chair in Classical Indian Policy and Society in the Department of History and Classics, and with faculty teaching courses in South Asian society and culture in the departments of Economics, English and Film Studies, Music and Philosophy. The successful candidate must hold a Ph.D. and demonstrate outstanding potential for a teaching and research career. This appointment will commence July 1, 2011. Salary will be commensurate with qualifications and experience. Applicants for this position should send a curriculum vitae, a letter describing their areas of research and teaching interests, samples of publications, and letters from three academic referees addressed to: Professor Kenneth Mould, Chair, Department of History and Classics, Room 228 HM Tory Building, University of Alberta Edmonton, Alberta, Canada, T6C 2H4; Email: [kenneth.mould@ualberta.ca](mailto:kenneth.mould@ualberta.ca); Fax: (780) 492-9125; Competition No. A107311505. If available, a teaching dossier and evaluations of teaching performance should also be received by the closing date of October 29, 2010. This position will remain open until filled. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Alberta is committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

**■ HISTORY – Wilfrid Laurier University.** The History Department of Wilfrid Laurier University seeks to appoint a tenure-track assistant professor with a specialization in Britain and its empire (excluding North America) from 1783 to 1914. Candidates should have a Ph.D. in hand by the beginning of the appointment as well as demonstrate commitments to teaching and research excellence. This appointment will begin on July 1, 2011, subject to budgetary approval. The successful candidate's teaching workload will consist of introductory surveys, advanced courses in his or her area of specialization, and graduate seminars. Furthermore, he or she will pursue an active publication agenda and contribute to university service. All interested applicants should send a letter of application, curriculum vitae, a writing sample (dissertation/book chapter or article), a teaching dossier, and letters of three references to: Dr. John Laband, Chair of the History Department,



## UNIVERSITY OF TORONTO OISE | ONTARIO INSTITUTE FOR STUDIES IN EDUCATION

The Ontario Institute for Studies in Education (OISE), University of Toronto invites applications for 2 tenure stream appointments beginning July 1, 2011. Renowned internationally for its leadership in education, OISE is one of the largest faculties of education in North America housing 5 departments and 20 Research Centres. A collegial, diverse and vibrant scholarly community, OISE values its close relationships with community-based, professional and other partners. OISE is committed to excellence in research and in professional and academic programs; its graduates are recognized for their impact and leadership in different roles across the many contexts of education in Canada and around the world. For these positions the successful candidates must have a completed Ph.D. with a demonstrated record of excellence in teaching and research and will be required to teach at both the graduate and initial teacher education level. Salary will be commensurate with qualifications and experience. More information can be found on the OISE web site at <http://oise.utoronto.ca>.

### EARLY LEARNING AT THE INSTITUTE OF CHILD STUDY (Assistant Professor)

The Department of Human Development and Applied Psychology seeks candidates with expertise in the field of early learning with a particular focus on the teaching, learning, and care of preschool and early primary children. The candidate must have extensive educational experience related to the learning, teaching and care of young children and an ongoing program of research in areas such as child development, classroom pedagogy, parenting, early language and literacy with evidence of scholarly publications and commitment to knowledge transfer.

Please apply online for Job 1000400 at

<https://utoronto.taleo.net/careersaction/10050/moresearch.ft?lang=en>  
Deadline: November 15, 2010

### LEADERSHIP AND EDUCATIONAL CHANGE (Assistant or Associate Professor)

The Department of Theory and Policy Studies in Education seeks a young or mid-career scholar to participate in and lead new initiatives in research and teaching in the fields of educational leadership and change. Candidates must have a record of scholarly productivity in the fields of educational change and educational leadership. They should also be experienced in research using a variety of methods; experience in quantitative methods would be a particular asset. This faculty member will be associated with the development, promotion and operation of the doctoral cohorts run in the Educational Administration program; with this in mind, experience in working in schools and school systems will also be important.

Please apply online for Job 1000327 at

<https://utoronto.taleo.net/careersaction/10050/moresearch.ft?lang=en>  
Deadline: November 1, 2010

The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents of Canada will be given priority.

to graduate supervision and administrative responsibilities, including departmental, faculty and university committees. Candidates will show excellence, or promise of excellence, in teaching and scholarly/creative research. The individual must be suitable for appointment to the Faculty of Graduate Studies.

Applicants should submit a letter of application with a current, detailed curriculum vitae, appropriate documentation of current work (DVD, website, digital photography, etc.), statements of creative research interests and teaching philosophy, one or two recent publications/catalogues, the names, e-mails and addresses of three referees, course outlines and teaching evaluations, to be received by October 31, 2010, to: Michael Longford, Associate Dean Research, Faculty of Fine Arts, Room 201U, GCFA. Fax: 416.736.5136. E-mail: [longford@yorku.ca](mailto:longford@yorku.ca).

### DEPARTMENT OF MUSIC

The Department of Music offers a wide range of curriculum options to about 500 undergraduate majors, 150 graduate

candidates, and over 2,500 non-major enrolments. The department offers courses in composition (contemporary, jazz, digital), performance (classical, jazz, world), history, theory (jazz, classical), ethnomusicology, world music, film music, popular music, and contemporary improvisation. Current degree offerings include a BA, Honours BA, Honours BFA, MA and PhD.

### Music of the Americas

Applications are invited for a full-time tenure-track appointment at the Assistant Professor level. Applicants should have an ongoing research agenda focusing on vernacular musics of the Americas, including expertise in plucked strings (e.g., guitar and/or cognates). Responsibilities will include undergraduate teaching and graduate supervision/teaching, a research profile addressing current issues in scholarship, and service/committee work.

The successful candidate will have a doctoral degree, and show evidence of excellence in research, teaching and performance. The individual must be suitable for appointment to the Faculty of Graduate Studies. The Department particularly seeks a

dynamic scholar and performer with broad interdisciplinary interests, exceptional promise or evidence of significant scholarly research and publication, and a strong commitment to innovative teaching and curriculum development at both undergraduate and graduate levels.

Applicants should submit a letter of application with an up-to-date curriculum vitae, a statement of research and teaching interests, and the names of three references (letters will be solicited at a later date), to be received by December 1, 2010, to: Louise Wrazen, Chair, Department of Music, Faculty of Fine Arts, 371 Accolade East.

York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at [www.yorku.ca/acadjobs](http://www.yorku.ca/acadjobs), or a copy can be obtained by calling the affirmative action office at 416.736.5713. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

[www.yorku.ca/acadjobs](http://www.yorku.ca/acadjobs)

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## CAREERS CARRIÈRES

Wilfrid Laurier University, Waterloo, Ontario, Canada, N2L 3C5. The deadline for applications is 10 December 2010. Wilfrid Laurier University is committed to equity and values diversity. We welcome applications from qualified women and men, including persons of all genders and sexual orientations, persons with disabilities, Aboriginal persons, and persons of a visible minority. Applicants from these designated groups may self-identify, in confidence, to the Dean of the Faculty of Arts at Wilfrid Laurier University. All qualified candidates are encouraged to apply, however:

Canadians and permanent residents will be given priority. Direct inquiries regarding the appointment to the Chair of the History Department, Dr. John Laband, at jlaband@wlu.ca. **HISTORY (EARLY MODERN EUROPEAN HISTORY) – Wilfrid Laurier University.** The Department of History invites applications for a 6-month limited term position at the rank of Assistant Professor in Early Modern European history. The position will commence 1 January 2011, subject to budgetary approval. The successful candidate will be expected to teach History 223 (France from the Wars of

Religion to Napoleon), History 311 (The Reformation), and HI 374 (Jews, Witchcraft & Heretics: Persecution and Toleration in Pre-Modern Europe, c. 1050–1700). Applicants must show strength in research and publication. Applicants should send their curriculum vitae and a teaching dossier, and arrange to have three letters of reference sent to: Dr. John Laband, Chair, History Department, Wilfrid Laurier University, Waterloo, Ontario, N2L 3C5 by 15 September 2010. For further information contact the Chair at jlaband@wlu.ca. Wilfrid Laurier University is committed to

employment equity and welcomes applications from qualified women and men, including persons of all genders and sexual orientations, persons with disabilities, Aboriginal persons, and persons of a visible minority. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. Further information on the equity policy can be found at [http://www.wlu.ca/page.php?trp\\_id=2465&p=103](http://www.wlu.ca/page.php?trp_id=2465&p=103). Members of the designated groups must self-identify to be considered for employment equity. Candidates may self-identify, in confidence, to the Dean of the Faculty of Arts, Dr. Michael Carroll.

**HISTORY (MODERN EUROPEAN HISTORY) – University of Toronto Scarborough.** The Department of Humanities of the University of Toronto Scarborough (UTSC) invites applications for a tenure-stream position at the rank of Assistant Professor in modern (post-1750) continental European history, including East Europe and Russia (Britain is excluded) to begin July 1, 2011. Applicants should have a completed PhD and demonstrated excellence in teaching and research. The successful candidate will develop, develop, and expand the discipline's present strengths in one or more of social, cultural, intellectual, comparative and transnational history as well as history of gender, race, colonialism, empire and nationalism. The Department particularly encourages applications from scholars who can contribute to interdisciplinary teaching and research and whose work pushes beyond conventional boundaries. S/he will be responsible for the development of a range of undergraduate courses, including a thematic course in world history to be taught occasionally, will be a full member of the integrated trans-disciplinary Graduate History Department of the University of Toronto, including the supervision of masters and doctoral theses, and will collaborate with colleagues on relevant trans-disciplinary programs and initiatives. The successful candidate will be expected to develop independent funded program of research and may have the opportunity to participate in developing new graduate programs at Scarborough. Salary will be commensurate with qualifications and experience. UTSC is a research-intensive institution with an interdisciplinary commitment and a mandate to develop the student body speaking a wide range of languages. The university offers the opportunity to teach, conduct research and live in one of the most diverse cities in the world. Additional information on the Department can be found at <http://www.utsu.utoronto.ca/~history/index.htm>. Applicants should apply online at <http://www.jobs.utoronto.ca/faculty.htm> (Job Number 1000622). Please ensure that you include a letter of application, a current curriculum vitae, a writing sample and teaching materials as well as a syllabus for a modern European survey course (either nineteenth or twentieth century) taught in a two-semester format. We encourage applicants to combine PDF or MS Word documents in one or two files. If you are unable to apply online (or alternatively have large documents to send), please submit your application and other materials to:

Professor William R. Bowen, Chair, Department of Humanities, University of Toronto Scarborough, 1265 Midland Ave., Toronto, ON M1C 1A4, Canada. Email: [EuroHistSearch@utsu.utoronto.ca](mailto:EuroHistSearch@utsu.utoronto.ca). Applicants should also send three references to email letters directly to the Chair. The closing date for applications is October 15, 2010. The University of Toronto is strongly committed to diversity within our community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority.

**INTERNATIONAL MIGRATION STUDIES – Wilfrid Laurier University.** Migration, both voluntary and forced, is one of the defining issues of the twenty-first century, yet the study of international migration flows from a global governance perspective is in its infancy. As part of its plan to develop a leadership role in this important international field, Wilfrid Laurier University invites applications and nominations for a tenure-stream position in the Department of International Migration Studies. The possible fields of interest may include: international refugee movements, international migrants and human rights, gender and international migration, climate change and international migration, international migration and the role of the International Organization for Migration, remittances and economic development. We seek an outstanding candidate to lead the Centre for International Governance Innovation Chair in International Migration Studies. This endowed chair includes a tenure-stream appointment at Wilfrid Laurier University and a concurrent appointment to the Balsillie School of International Affairs. The incumbent will also be a member of the University's International Migration Research Centre and hold Adjunct status at the University of Waterloo. Founded in 2007 by Jim Balsillie, co-CEO of RIM (Research in Motion), the Balsillie School of International Affairs is a \$100 million collaborative partnership among the Centre for International Governance Innovation, Wilfrid Laurier University and the University of Waterloo. The School represents the largest initiative in the social sciences in Canadian history. CIGI Chairs are expected to teach two courses annually in the Balsillie School's graduate programs, supervise doctoral candidates, and undertake research relating to the School's mandate. As the Balsillie School is a new endeavor, the incumbent should expect to take an active role in the development of the School and the international profile of the Balsillie School. The successful candidate's research record will demonstrate a clear, sustainable, and relevant research program. The candidate's scholarship elicits widespread peer acceptance, is regularly supported by multi-year research funding and attracts highly qualified graduate students. As well, we are especially interested in candidates who are notably effective teachers, thesis supervisors, and mentors. Wilfrid Laurier University is committed to equity and values diversity. We welcome applications from qualified women and men, including persons of all genders and sexual orientations, persons with disabilities, Aboriginal persons, and persons of a visible minority. If you wish to identify yourself as a member of one of these groups, you may write either separate cover in confidence to Dr. Deborah MacLachlan, Provost, Wilfrid Laurier University, Waterloo, Ontario, N2L 3C5. All qualified candidates are encouraged to apply, however, Canadians citizens and permanent residents will be given priority. Please forward applications or nominations and a cv to: Dr. Terry Levesque, Associate Dean, Balsillie School, 165 Albert Street, Waterloo, Ontario, N2L 3C5 or by email at [tlevsque@wlu.ca](mailto:tlevsque@wlu.ca). The appointments committee will begin considering candidates on October 18th, 2010, continuing until the position is filled. The start date is negotiable, but can begin as early as January 2011. More information about the Balsillie School may be found at <http://www.balsillieschool.ca>. Information concerning the University's International Migration Research Centre is available at [http://www.wlu.ca/homepage.php?trp\\_id=2599](http://www.wlu.ca/homepage.php?trp_id=2599).

**INTERNATIONAL STUDIES – Glendon College, York University.** The Department of International Studies invites applications for a tenure-track appointment at the rank of Assistant Professor. CONTEXT: Glendon College is the bilingual (English-French) liberal arts Faculty of York University. It offers a variety of programs in the humanities and social sciences. It is located on its own separate, midtown campus. POSITION: Duties will include administrative responsibilities, teaching at the undergraduate level in the Glendon Department of International Studies, graduate teaching and supervision in programs such as the Master's program of the Glendon School of Public Administration and Affairs, as well as potential participation in graduate teaching and research activities of the University as a whole. CANDIDATES: Candidates must demonstrate commitment to teaching and research in International Studies in a bilingual, inter-disciplinary and multi-cultural context, hold a PhD (or be near completion) in International Studies or in related areas, with interest and teaching experience in two of the three following fields: (3) International Studies, International Philosophy and Theories of International Society and (3) Diplomacy. Candidates must have publications and current research projects in these fields. Candidates must be bilingual, English-French, and must be able to teach in these languages, and preferably be able to teach in either Spanish or Portuguese and must be suitable for prompt appointment to the Faculty of Graduate Studies. APPOINTMENT: Salary will be commensurate with qualifications and experience. The appointment will commence on July 1, 2011. All positions at York are subject to budgetary approval. AFFIRMATIVE ACTION: York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at [www.yorku.ca/acadjobs](http://www.yorku.ca/acadjobs) or a copy can be obtained by calling the affirmative action office at 416-736-5713. All qualified candidates are encouraged to apply, however, Canadian citizens and permanent residents will be given priority. APPLICATIONS: Applications, including

a curriculum vitae and a scholarly writing sample, should be sent to the Chairman, Department of International Studies, Glendon College, York University, 2275 Bayview Avenue, Toronto, Ontario, Canada, M4N 3M6. Applicants should also arrange to have three letters of reference sent to the Chair. At least one of the references should address teaching. CLOSING DATE FOR APPLICATIONS: October 15, 2010. PLEASE NOTE: ELECTRONIC APPLICATIONS WILL NOT BE ACCEPTED.

## K

**KINESIOLOGY – University of Waterloo.** Applications are currently being accepted for a tenure-track position at the Assistant Professor level in the Department of Kinesiology ([www.hks.uwaterloo.ca/kv/](http://www.hks.uwaterloo.ca/kv/)) beginning after January 1, 2011. The successful candidate must have expertise in a field related to musculoskeletal biomechanics, such as kinesiology, physiotherapy, medicine, rehabilitation, ergonomics and/or engineering. Areas of expertise may include, but are not limited to: applied biomechanics research related to musculoskeletal modeling, gait analysis, ergonomics, impact, tissue and bone mechanics, sports, or orthopaedics. Potential candidates are expected to have a strong portfolio of scholarly research including peer-reviewed publications, evidence of potential for excellence, in obtaining external research funding, and in teaching related to musculoskeletal biomechanics. In addition to a strong personal research program, candidates will have the opportunity to work as part of a multidisciplinary team engaged in research in musculoskeletal biomechanics. Research opportunities exist not only within the Department of Kinesiology but also within the Faculty of Applied Health Sciences and its multiple health research centres, including the Centre of Research Excellence for the Prevention of Musculoskeletal Injuries and the University of Waterloo Research Institute for Aging. Duties will include research, teaching at the undergraduate and graduate levels, and supervising graduate students in support of the Department of Kinesiology's mission of optimizing health, preventing injuries and illness, and promoting a healthy and active lifestyle. The closing date for applications is October 31, 2010. Applications, consisting of a statement of research interests, a curriculum vitae, a teaching statement, a curriculum vitae, and the names and affiliations of three referees should be sent electronically to the attention of Professor W. E. Ross, Chair, Department of Kinesiology, University of Waterloo, Waterloo, Ontario, N2L 3G1 Canada (sent via email to Mrs. Ruth Gooding, CIGI Chairs are expected to teach two courses annually in the Balsillie School's graduate programs, supervise doctoral candidates, and undertake research relating to the School's mandate. As the Balsillie School is a new endeavor, the incumbent should expect to take an active role in the development of the School and the international profile of the Balsillie School. The successful candidate's research record will demonstrate a clear, sustainable, and relevant research program. The candidate's scholarship elicits widespread peer acceptance, is regularly supported by multi-year research funding and attracts highly qualified graduate students. As well, we are especially interested in candidates who are notably effective teachers, thesis supervisors, and mentors. Wilfrid Laurier University is committed to equity and values diversity. We welcome applications from qualified women and men, including persons of all genders and sexual orientations, persons with disabilities, Aboriginal persons, and persons of a visible minority. If you wish to identify yourself as a member of one of these groups, you may write either separate cover in confidence to Dr. Deborah MacLachlan, Provost, Wilfrid Laurier University, Waterloo, Ontario, N2L 3C5. All qualified candidates are encouraged to apply, however, Canadians citizens and permanent residents will be given priority. Please forward applications or nominations and a cv to: Dr. Terry Levesque, Associate Dean, Balsillie School, 165 Albert Street, Waterloo, Ontario, N2L 3C5 or by email at [tlevsque@wlu.ca](mailto:tlevsque@wlu.ca). The appointments committee will begin considering candidates on October 18th, 2010, continuing until the position is filled. The start date is negotiable, but can begin as early as January 2011. More information about the Balsillie School may be found at <http://www.balsillieschool.ca>. Information concerning the University's International Migration Research Centre is available at [http://www.wlu.ca/homepage.php?trp\\_id=2599](http://www.wlu.ca/homepage.php?trp_id=2599).

## L

**LITTÉRATURE CONTEMPORAINE D'EXPRESSION FRANÇAISE – Université du Nouveau-Brunswick.** Le Département d'études françaises de l'Université du Nouveau-Brunswick à Fredericton lance un appel à la candidature pour un poste de professeur adjoint en français de la littérature. Le candidat ou la candidate retenue devra obtenir un doctorat en littérature contemporaine d'expression française. Tous les domaines liés à l'écriture contemporaine (littérature, poésie, théâtre, québécoise, canadienne, africaine) seront considérés. Les candidats et les candidates devront maîtriser parfaitement le français et avoir une bonne connaissance de la littérature. Le candidat ou la candidate retenue enseignera la langue française et la littérature au niveau du 1er cycle, effectuera des recherches et participera à des tâches administratives. Un solide dossier de recherche ainsi que de l'expérience en enseignement sont requis. Les demandes devront inclure: une lettre de motivation ainsi qu'un curriculum vitae à jour, trois lettres de recommandation envoyées directement à Mme Brown, un dossier de recherche précisant les domaines de recherche et le potentiel de l'étudiant, et un dossier pédagogique comportant des plans de cours, des évaluations de cours ainsi qu'une énoncé des intérêts et de la philosophie pédagogique. Les demandes doivent être envoyées à: Mme Anne Brown, Directrice, Département d'études françaises, Université du Nouveau-Brunswick, 4040, Fredericton, NB, E3B 3A3. Le salaire initial sera fixé en fonction des qualifications et de l'expérience. La date d'entrée en fonction est le 1er juillet 2011. Conformément aux exigences prescrites en matière d'immigration au Canada, toutes les personnes qualifiées sont invitées à postuler, la priorité étant toutefois accordée aux personnes de nationalité canadienne ou détenant le statut de résident permanent. Toute autre candidature devra être accompagnée d'une preuve de citoyenneté du pays d'origine. L'Université du Nouveau-Brunswick assure la parité des sexes dans l'emploi. Ce poste est sujet à l'approbation budgétaire de l'Université. DÊTE DE SOUMISSION DES CANDIDATURES: LE 31 OCTOBRE 2010. N.B.: LES SOUMISSIONS ÉLECTRONIQUES NE SERONT PAS ACCEPTÉES.

## M

**MANAGEMENT – University of Toronto.** The Rotman School of Management at the University of Toronto invites applications from qualified candidates for a tenure-stream or tenure positions that are currently or will be posted in Accounting, Business Economics, Finance, Strategic Management and Integrative Thinking during the 2010-11 academic year. Rank and salary will be commensurate with qualifications, teaching and practical experience. Appointments will be effective July 1, 2010. A PhD, either completed or near completion (depending on the nature of the specific position), is required. Duties include research and teaching at both the graduate and undergraduate level; evidence of excellence in both research and teaching is required. For positions with application deadlines, and application procedures, please visit [www.jobs.utoronto.ca](http://www.jobs.utoronto.ca).

## GILBREA CHAIR IN AGING &amp; MENTAL HEALTH AT MCMASTER UNIVERSITY

McMaster University, one of Canada's leading research-intensive universities, invites applications for the Gilbrea Chair in Aging and Mental Health, commencing July 1, 2011. The successful applicant will be a scholar recognized internationally for his or her work on social aspects of aging and mental health.

The successful candidate will be a social scientist who will be expected to establish a trans-disciplinary and inter-faculty research program in the area of aging and mental health. The Chair will play a key role in the development of the Gilbrea Centre for Studies in Aging by fostering research, partnership, outreach, education and knowledge transfer. Potential candidates will be expected to supervise graduate students in Health, Aging and Society.

McMaster University already has significant strength in the area of aging and health. Instruction is centred in the Department of Health, Aging and Society (<http://www.healthagingandsociety.mcmaster.ca>) and in the Gilbrea Centre for Studies in Aging (<http://www.socsci.mcmaster.ca/gerontology/>). Among the current research activities, we note that McMaster is a co-ordinating site for the Canadian Longitudinal Study on Aging (CLSA) (<http://www.clhs-rcsc.gc.ca/22982.html>) that it hosts the multi-disciplinary Social and Economic Dimensions of an Aging Population (SEDAP) Research Program (<http://socsci.mcmaster.ca/sedap/>) and is a major centre for research in the cognitive neurosciences, specifically in the areas of aging and vision and vision cognition (<http://www.science.mcmaster.ca/psychology/>).

Applicants are invited to submit their curriculum vitae and the names of three references to:

Dr. Margaret Denton  
Chair, Selection Committee  
Department of Health, Aging & Society  
KTR 226

McMaster University  
1280 Main Street West, Hamilton, Ontario, Canada, L8S 4M4

The closing date for applications is October 15th 2010 or until the position is filled.

All qualified candidates are encouraged to apply, however, Canadians citizens and permanent residents will be considered first for this position. McMaster University strongly committed to employment equity within its community, and to recruiting diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities.



York University offers a world-class, modern, interdisciplinary academic experience in Toronto, Canada's most multicultural city. York is at the centre of innovation, with a thriving community of almost 60,000 faculty, staff and students who challenge the ordinary and deliver the unexpected.

The Faculty of Environmental Studies is a unique interdisciplinary Faculty that adopts a broad definition of environment, including natural, built and social environments. The Faculty has a strong social and environmental justice orientation, and values applied and action-oriented research. More information about the Faculty is available at [www.yorku.ca/fes](http://www.yorku.ca/fes).

## Chair in Neo-Tropical Conservation

## FACULTY OF ENVIRONMENTAL STUDIES

Applications are invited for a tenure-stream appointment, rank open (commensurate with experience and standing), as the Chair in Neo-Tropical Conservation, commencing July 1, 2011, subject to budgetary approval. The Chair will be responsible for leading research in the field and directing our increasingly popular Las Nubes Project ([www.yorku.ca/lasnubes](http://www.yorku.ca/lasnubes)). A PhD in a relevant field and fluency in Spanish are required.

We are seeking candidates with outstanding research and publication records, who will provide leadership in interdisciplinary research and action focused on neo-tropical forest ecology and community-based conservation. The successful candidate will demonstrate an ability to bridge disciplinary boundaries to facilitate collaborative research among scholars and participatory work with local communities in the Americas. Candidates must have teaching

experience, and be able to contribute to teaching and research at both the undergraduate and graduate levels, including supervision of doctoral research. The successful candidate must be suitable for prompt appointment to the Faculty of Graduate Studies. The ability to contribute to one or more of the Faculty's certificate or diploma programs is an asset.

Applicants should submit a letter of application, an up-to-date curriculum vitae, a statement of research and teaching interests, and the names and full contact information for three academic references, by November 15, 2010, to: Chair, Neo-Tropical Conservation Search Committee, Faculty of Environmental Studies, Room 126 HNEC, York University, 4700 Keele Street, Toronto, Ontario, Canada, M3J 1P3. Tel: 416-736-5252. Fax: 416-736-5679. E-mail: [fesjhr@yorku.ca](mailto:fesjhr@yorku.ca).

York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at [www.yorku.ca/acadjobs](http://www.yorku.ca/acadjobs), or a copy can be obtained by calling the affirmative action office at 416-736-5713. All qualified candidates are encouraged to apply, however, Canadian citizens and permanent residents will be given priority.

**YORK UNIVERSITY**  
redefine the POSSIBLE



# CORPUS CARRIÈRES

and access the Faculty Careers link. Located in the world's most diverse city, the University of Toronto's Rotman School of Management offers a truly unique environment that enables the design of creative business solutions. For more information about the Rotman School, please visit our homepage: [www.rotman.utoronto.ca](http://www.rotman.utoronto.ca). The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority.

**MANAGEMENT (STRATEGIC MANAGEMENT)** – Brock University. The Faculty of Business, Brock University invites applications for a probationary tenure track position in Strategic Management. Starting July 1, 2011, the rank is open at either the Assistant or Associate Professor level, dependent upon qualifications. The availability of this position is subject to final budgetary approval. Qualifications: Qualifications include a doctorate in strategic management or a related discipline completed or near completion. Candidates in all specialty areas of strategic management are encouraged to apply, especially those with a secondary research interest in organizational theory. Position level and salary are dependent upon the applicant's qualifications. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. Brock University is actively committed to diversity and the principles of Employment Equity and invites applications from all qualified candidates. Women, Aboriginal persons, members of visible minorities, and people with disabilities are especially encouraged to apply and to voluntarily self-identify as a member of a designated group as part of their application. Candidates who wish to have their application considered as a member of one or more designated groups should fill out the Self-Identification Form available at [http://www.brocku.ca/webform\\_selfid2008](http://www.brocku.ca/webform_selfid2008) and include the completed form with their application. Notes: Brock University is located in the scenic Niagara peninsula minutes from Lake Ontario and a one-hour drive from Toronto. A stable manufacturing base in addition to expanding sectors such as wine, food, and tourism provides for a dynamic, high growth area with an exceptional range of professional and recreational opportunities. The Faculty of Business is AACSB accredited and offers a wide range of teaching and learning. We offer a 12 week semester, a 2/2 course load, study leave salaries that range between 85 and 100% of full salary. The Department of Management, International Business, and Strategy has 20 full-time faculty and is one of four departments in the Faculty of Business. The Faculty of Business, which has approximately 80 full-time members, offers four graduate programs: MBA, MPA International Studies program, Master of Accounting, plus a Master of Science. More information on Brock University can be found on the University's website [www.brocku.ca](http://www.brocku.ca). Submit your application and curriculum vitae by October 15th, 2010, along with a statement of teaching philosophy, evidence of teaching excellence (if available), sample of scholarly publications, and any other information as well as your self-identification form (if you choose to submit one <http://www.brocku.ca/forms/humanresources/careeropportunities>). Reference letters should be requested only for those candidates who are shortlisted. Dr. H. F. (Herb) Mackenzie, Chair, Department of Marketing, International Business, and Strategy, Email: [herb.mackenzie@brocku.ca](mailto:herb.mackenzie@brocku.ca), Postal: Department of Marketing, International Business, and Strategy, Brock University, St. Catharines, Ontario, Canada, L2S 3A4; Phone: 905-688-5550 ext. 3448. Application Deadline: Oct. 15, 2010.

**MANAGEMENT SCIENCE (INFORMATION SYSTEMS/DATA MINING)** – University of Waterloo. The Department of Management Sciences at the University of Waterloo invites applications for a full-time faculty position in Information Systems at any level (assistant, associate or full professor) to start in July 2010 or 2011. Applicants should hold a PhD, or be near completion of their doctorate, and have demonstrated research and teaching potential in industrial, systems or software engineering, computer science or related fields. We seek individuals in the area of Information Systems with a strong technical background and interest in knowledge discovery, data mining, text mining, information extraction, or machine learning. Interest in practical problems and application to highly desirable. Consideration of candidates will begin immediately and will continue until the positions are filled. The Department offers a co-op undergraduate degree in Management Engineering as one of the disciplines in the Faculty of Engineering, as well as Master's and PhD programs. Examples of courses that could be taught by a successful candidate include Data Warehousing and Mining, Digital Computation, Algorithms and Data Structures, Database Systems, Information Systems Analysis and Design, Principles of Software Engineering, Decision Support Systems, Telecommunication Systems. The successful candidate will join a dynamic and growing interdisciplinary department in the Faculty of Engineering that has active research and teaching activities in Information Systems, Operations Research and Management of Technology. Applicants should submit a cover letter along with a curriculum vitae detailing educational background, research and work experience, and copies of up to three selected publications. Letters of recommendation are not required on application but will be requested if a candidate is shortlisted. Applications are to be submitted electronically at <http://www.mansci.uwaterloo.ca/OFA/>. Consideration of candidates will begin immediately and will continue until the positions are filled. For further information, please contact: Bev Rodgers, Department Advisory Committee on Appointments, Department of Management Sciences, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada, N2L 3G1; email: [brodgers@uwaterloo.ca](mailto:brodgers@uwaterloo.ca). All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University encourages applications from all qualified individuals including women, members of visible minorities, native peoples, and persons with disabilities.

**MANAGEMENT SCIENCES (BEHAVIOURAL SCIENCES)** – University of Waterloo. The Department of Management Sciences, Faculty of Engineering, at the University of Waterloo invites applications for a full-time, professional appointment in the Behavioural Sciences at any level to begin 2011. Applicants should hold a PhD, or be near completion of their doctorate, and have a background in organizational behaviour, psychology, sociology, industrial systems, or a related field. We seek individuals who have demonstrated research and teaching potential in applied aspects of behavioural science in the workplace. The successful candidate will be expected to develop a curriculum vitae detailing educational background, research and work experience, and copies of up to three selected publications. Letters of recommendation are not required on application but will be requested if a candidate is shortlisted. Applications are to be submitted electronically at <http://www.mansci.uwaterloo.ca/OFA/>. Consideration of candidates will begin immediately and will continue until the positions are filled. For further information, please contact: Bev Rodgers, Department Advisory Committee on Appointments, Department of Management Sciences, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada, N2L 3G1; email: [brodgers@uwaterloo.ca](mailto:brodgers@uwaterloo.ca). All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University encourages applications from all qualified individuals including women, members of visible minorities, native peoples, and persons with disabilities.

**MATERIALS/MEDICAL CHEMISTRY** – York University. The Department of Chemistry, Faculty of Science and Engineering, York University, invites applications for a tenure-track appointment at the Assistant Professor level in the area of Materials Chemistry or Medicinal Chemistry. Of particular interest would be an individual whose research is related to environmental aspects of Organic Chemistry, development of alternative energy sources, or environmentally friendly technologies ("Green Chemistry"). Further information about the Department and the University can be found at our website [www.chem.yorku.ca](http://www.chem.yorku.ca). The successful candidate will have a PhD in Chemistry, post-doctoral experience in a relevant area, an outstanding research record and must be eligible for prompt appointment to the Faculty of Graduate Studies. The successful candidate should show excellence or promise of excellence in teaching and in scholarly research and publication. The successful candidate will be expected to develop a strong, externally funded research program and to contribute to teaching Organic Chemistry at the undergraduate and graduate levels. All York University positions are subject to budgetary approval. Applications must be received by November 1, 2010. Please mail curriculum vitae, a detailed research plan, a list of references, a teaching philosophy, summary of research publications, and have three references sent directly to: Chair, Search Committee Organic Chemistry, Department of Chemistry, York University, 4700 Keele St., L2A 4B6, Toronto, Ontario, M3J 1P3; Fax: 416-736-5936; E-mail: [chem@yorku.ca](mailto:chem@yorku.ca). York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at [www.yorku.ca/accdp](http://www.yorku.ca/accdp) or a copy can be obtained by calling the affirmative action office at 416-736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

**MATHEMATICS** – University of the Fraser Valley. The Department of Mathematics, Faculty of Science, University of the Fraser Valley invites applications for two full-time faculty positions, one in mathematics education and the other in mathematics, to commence January 1, 2011, or soon thereafter (subject to budgetary approval). The University of the Fraser Valley is the school of choice for 14,000 students annually pursuing more than 80 degree, diploma and certificate programs. Our commitment to excellence is supported by small class sizes, support for active research and scholarship, and a friendly supportive environment open to collaboration and innovation. According to the Globe and Mail's 2010 Canadian University Report, UVF is at the top of the list in the small universities category, earning an A grade in most selected students' quality of education, and teaching, and an A+ in student-faculty interaction and class size. We are seeking enthusiastic individuals who have an outstanding ability to teach and communicate effectively with undergraduate students, are able to instruct across a broad range of the undergraduate mathematics curriculum, and can develop new and innovative programs and courses. We are primarily a teaching-oriented university and department but the successful candidate will also be expected to maintain a research program, preferably one which involves students, or a community-based, Mathematics Position Qualifications. The successful candidate must have a PhD in Mathematics (or one near completion), demonstrate excellence in teaching at the undergraduate level, and demonstrate potential in research. He or she must also have the graduate level mathematics training necessary to support instruction across our mathematics curriculum. Candidates should submit curriculum vitae, evidence of teaching excellence (student evaluations if available), one-page statement of teaching philosophy

to maintain a research program, preferably one which involves students, or a community-based, Mathematics Position Qualifications. The successful candidate must have a PhD in Mathematics (or one near completion), demonstrate excellence in teaching at the undergraduate level, and demonstrate potential in research. He or she must also have the graduate level mathematics training necessary to support instruction across our mathematics curriculum. Candidates should submit curriculum vitae, evidence of teaching excellence (student evaluations if available), one-page statement of teaching philosophy

## Position in Human Cognition Department of Psychology

» Competition Number: VPA-PSYC-2010-001

The Department of Psychology at Memorial University of Newfoundland ([www.mun.ca/psychology](http://www.mun.ca/psychology)) invites applications for a tenure-track position in human cognition (broadly defined) at the rank of Assistant Professor. The appointment will begin on July 1st, 2011, or as soon as possible thereafter. The successful candidate will have a Ph.D. in Psychology, will be able to contribute to teaching courses both within the candidate's area of specialty as well as lower level psychology courses, and will be expected to pursue an externally funded program of research.

A complete application package consists of (1) a curriculum vitae; (2) a statement of research interests, including selected reprints; (3) a statement of teaching interests and evidence of effective teaching; and (4) the names and contact information of three referees. The application package should be sent via email to [Psychology.Head@mun.ca](mailto:Psychology.Head@mun.ca). If electronic submission is not possible, the package should be sent to: Head of Psychology, Department of Psychology, Memorial University of Newfoundland, St. John's, NL, A1B 3X9. The deadline for receipt of a complete application is October 20th, 2010. Informal queries are welcomed.

Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the education and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programmes to almost 18,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's, a very safe, friendly city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities.

Memorial University is part of a lively and engaging scientific, arts, and engineering community which maintains an inventory of available positions for qualified partners.

All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, Aboriginal people and persons with disabilities.



## Provost and Vice-Principal (Academic)

Queen's University invites applications and nominations for the position of Provost and Vice-Principal (Academic).

Established by Royal Charter in 1841, and based in Kingston, Ontario, Queen's has an international reputation for scholarship, research, undergraduate education, commitment to public service, and school spirit. It anticipates an undergraduate enrolment of 16,500 and a graduate enrolment of 3,550 in fall 2010, and has an operating budget of almost \$400 million. Queen's scores very highly on research intensity per faculty member, including the number of national research awards, and is a member of the G-13 (Canada's leading research universities). It has a medical school, professional faculties and comprehensive Arts and Science programs, and a growing graduate enrolment. It is aggressively and imaginatively pursuing an agenda of internationalization, interdisciplinarity, inclusiveness, and innovation, and is embarking on a major academic planning exercise to set the direction for the next decade.

The successful candidate will join a dynamic new team of senior administrators. Reporting to the Principal and Vice-Chancellor, the Provost and Vice-Principal (Academic) is the chief academic, operating and budget officer for the University. He or she chairs the Queen's University Planning Committee, a joint committee of the Senate and Board of Trustees, and oversees the work of the Deans, the Deputy Provost, two Vice-Provosts (International and Graduate Studies), two Associate Vice-Principals (Student Affairs and Faculty Relations), the University Registrar

and the University Librarian. The Provost and Vice-Principal (Academic), working collegially with the senior team of Vice-Principals and with the Principal and Vice-Chancellor, is expected to provide coordination to the internal operations and activities of the University to ensure that all aspects of administration support Queen's academic mission. The successful candidate will have an outstanding record of scholarship and academic leadership; a proven commitment to excellence and equity; proven organizational, communication, interpersonal and team-building skills; and substantial experience in planning and budget management.

Queen's University is committed to employment equity and diversity in the workplace and welcomes applications from women, visible minorities, Aboriginal people, persons with disabilities, and persons of any sexual orientation or gender identity. In accordance with Canadian immigration requirements, all qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

Consideration of candidates will begin in November 2010 and will continue until an appointment is made. The appointment will begin in July 2011. Nominations, applications, or expressions of interest should be submitted in confidence to the address below.

Janet Wright & Associates Inc.  
174 Bedford Road  
Toronto, Ontario M5R 2K9  
[queensprov@wasearch.com](http://queensprov@wasearch.com)

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## CAREERS CARRIÈRES

including examples of innovative approaches to teaching and course design is available; one-page statement of proposed research program, and three letters of reference. Applications, citing Posting 2010.80 and indicating which of the two positions is being applied for, should be sent to: Employee Services, University of the Fraser Valley, 33844 King Road, Abbotsford, BC, Canada V2S 7M8, Tel: (604) 854-4554, Fax: (604) 854-1538, Website: [www.ufrv.ca](http://www.ufrv.ca), Email resumes to: [enr@ufrv.ca](mailto:enr@ufrv.ca). The Selection Advisory Committee will begin reviewing applications on October 1, 2010; however, the position will remain open until filled. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. In an effort to be both environmentally and fiscally responsible, UVF will contact only candidates receiving an interview. We thank all applicants for considering UVF for employment. UVF is committed to the principle of equity in employment.

**MATHEMATICS & STATISTICS** — York University. The Department of Mathematics and Statistics, Faculty of Science and Engineering invites applications for one tenure-track appointment at the Assistant Professor level to commensurate July 1, 2011. Applicants in all areas of Mathematical and Computational Biology and Ecology will be considered, including Non-linear Dynamics of Disease Mechanisms, Biological Invasion, Population Dynamics, Epidemiological and Ecological Modeling, Biomathematics and Health Informatics, Protein, Cellular and Physiological Modeling and Stochastic Biological Modeling. The successful candidate must have a PhD in Mathematics or a related field and a proven record of independent and collaborative interdisciplinary research. The successful candidate must have a potential for research excellence and demonstrated excellence or promise of excellence in teaching. Superior teaching will be an asset. Preference will be given to candidates who can strengthen existing areas of present and ongoing research activity in the department and in biological and life sciences across the university. The successful candidate should be suitable for prompt appointment to the Faculty of Graduate Studies.

All positions at York are subject to budgetary approval. Applications must be received by December 15, 2010. Applicants should send a curriculum vitae, an outline of their research plan and a description of teaching interests, and arrange for three letters of recommendation (one of which should address teaching) to be sent directly to: Applied Mathematics Search Committee, Department of Mathematics and Statistics, N52 0R8, York University, 4700 Keele Street, Toronto, Ontario, M3J 1P3, Canada. Email: [apmath@mathstat.yorku.ca](mailto:apmath@mathstat.yorku.ca); Web address: [www.mathstat.yorku.ca/Hiring](http://www.mathstat.yorku.ca/Hiring). York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at [www.yorku.ca/casjobs](http://www.yorku.ca/casjobs) or a copy can be obtained by calling the affirmative action office at 416-736-5713. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. In an effort to be both environmentally and fiscally responsible, UVF will contact only candidates receiving an interview. We thank all applicants for considering UVF for employment. UVF is committed to the principle of equity in employment.

**MECHANICAL & MATERIALS ENGINEERING (POLYMER COMPOSITES)** — University of Western Ontario. Applications are invited for a probationary (tenure-track) appointment in the area of polymer composites. Areas of interest include: material properties, materials processing and design of processes and products incorporating polymer composites. Industrial applications include: automotive, aerospace, renewable energy and consumer products where lightweight structures play an important role. The appointment will be at the rank of Assistant Professor in the Department of Mechanical and Materials Engineering effective July 1, 2011 or as soon as possible thereafter. If qualifications and experience warrant a higher rank, consideration will be given to an appointment at the Associate Professor (probationary tenure-track) rank. The Department of Mechanical and Materials Engineering is one of four departments in Western Engineering (http://www.uwo.ca). The Department currently has 23 faculty members, 6 staff members, and 324 graduate students enrolled in the MEng, MSc and PhD programs (<http://www.eng.uwo.ca/mechanical>) and is involved in research in five strategic areas: thermofluids, materials, biomechanics, automation technologies and systems, solid mechanics & dynamics. Situated in a picturesque location, Ontario, a city with a population of approximately 350,000 along the banks of the Thames River, The University of Western Ontario is a prominent academic institution that has made a commitment to excel as a research intensive university (<http://communications.uwo.ca/wesite/about.html>). We seek energetic and dynamic candidates who will be able to positively contribute to both teaching and research efforts of our department. The successful candidate will have an appropriate PhD degree and will have an outstanding record of research and publication. Preference will be given to those candidates with a strong record of practical/experimental research. Candidate will be expected to participate in the normal administrative activities of the Department, Faculty and University Commitment to or eligibility for registration as a Professional Engineer in Ontario is required for this appointment. Person applying for this position should forward a curriculum vitae and the names and addresses of three referees to: Chair, c/o C. Serey, Administrative Assistant, Department of Mechanical and Materials Engineering, The University of Western Ontario, London, Ontario, Canada, N6A 5B9. We also welcome e-mail inquiries and submissions, to be sent to: [cserey@uwo.ca](mailto:cserey@uwo.ca). Consideration of applications will commence on January 2, 2011 and continue until the position is filled. Position is subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

**MECHANICAL & MECHANOTRONICS ENGINEERING** — University of Waterloo. The Department of Mechanical and Mechatronics Engineering of the University of Waterloo invites applications for a tenure-track position at the assistant professor level. The successful candidate will have a PhD in Mechanical Engineering or a related field and a strong record of research and publication. Preference will be given to those candidates with a strong record of practical/experimental research. Candidate will be expected to participate in the normal administrative activities of the Department, Faculty and University Commitment to or eligibility for registration as a Professional Engineer in Ontario is required for this appointment. Person applying for this position should forward a curriculum vitae and the names and addresses of three referees to: Chair, c/o C. Serey, Administrative Assistant, Department of Mechanical and Materials Engineering, The University of Western Ontario, London, Ontario, Canada, N6A 5B9. We also welcome e-mail inquiries and submissions, to be sent to: [cserey@uwo.ca](mailto:cserey@uwo.ca). Consideration of applications will commence on January 2, 2011 and continue until the position is filled. Position is subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

**MECHANICAL & MECHANOTRONICS ENGINEERING** — University of Waterloo. The Department of Mechanical and Mechatronics Engineering of the University of Waterloo invites applications for a tenure-track position at the assistant professor level. The successful candidate will have a PhD in Mechanical Engineering or a related field and a strong record of research and publication. Preference will be given to those candidates with a strong record of practical/experimental research. Candidate will be expected to participate in the normal administrative activities of the Department, Faculty and University Commitment to or eligibility for registration as a Professional Engineer in Ontario is required for this appointment. Person applying for this position should forward a curriculum vitae and the names and addresses of three referees to: Chair, c/o C. Serey, Administrative Assistant, Department of Mechanical and Materials Engineering, The University of Western Ontario, London, Ontario, Canada, N6A 5B9. We also welcome e-mail inquiries and submissions, to be sent to: [cserey@uwo.ca](mailto:cserey@uwo.ca). Consideration of applications will commence on January 2, 2011 and continue until the position is filled. Position is subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

ant, associate, or full professor rank with research interests in materials engineering. Preference will be to candidates with expertise in the general areas of solid-state, liquid and solid-state phase transformations and physical metallurgy with application to manufacturing processes such as casting and/or brazing and soldering. A strong background in experimental methods in materials science would be an asset. Materials Engineering and Processing is a part of Mechanical and Mechatronics Engineering at Waterloo and this creates unique opportunities for multidisciplinary research collaborations. Applicants must have excellent communication skills, and hold a PhD in Materials Science and Engineering or a closely related discipline with relevant experience, potential or proven ability for excellence in teaching and research. Duties will include teaching of undergraduate and graduate courses in a Cooperative Education Program, supervising graduate and undergraduate student research, and undertaking an active research program. Applicants should send their full curriculum vitae, a concise research and teaching vision statement, and the names of three referees to: Dr. Paul Sullivan, Chair, Department of Mechanical and Mechatronics Engineering, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada, N2L 3G1. Email: [mech@uwo.ca](mailto:mech@uwo.ca). Applications will be accepted until a suitable candidate is found. Eligibility for registration as a Professional Engineer is a requirement. The successful applicant is expected to have an engineering license for practice in Canada or to apply for an engineering license with the Professional Engineers of Ontario within five years. The salary will be commensurate with qualifications and experience. In accordance with Canadian Immigration policy, Canadian citizens or landed immigrants who meet the qualifications will be given priority for appointment. Information about the Faculty of Engineering and the Department of Mechanical and Mechatronics Engineering can be found at [www.eng.uwaterloo.ca](http://www.eng.uwaterloo.ca) and [www.mme.uwaterloo.ca](http://www.mme.uwaterloo.ca), respectively. The University of Waterloo encourages applications from all qualified women and men, members of visible minorities, native peoples and persons with disabilities.

**MECHANICAL & MECHANOTRONICS ENGINEERING (NANOMATERIALS)** — University of Waterloo. The Department of Mechanical and Mechatronics Engineering of the University of Waterloo invites applications from outstanding individuals for a tenure-track position at the assistant professor level. The successful candidate will have a PhD in Mechanical Engineering or a related field and a strong record of research and publication. Preference will be given to those candidates with a strong record of practical/experimental research. Candidate will be expected to participate in the normal administrative activities of the Department, Faculty and University Commitment to or eligibility for registration as a Professional Engineer in Ontario is required for this appointment. Person applying for this position should forward a curriculum vitae and the names and addresses of three referees to: Chair, c/o C. Serey, Administrative Assistant, Department of Mechanical and Materials Engineering, The University of Western Ontario, London, Ontario, Canada, N6A 5B9. We also welcome e-mail inquiries and submissions, to be sent to: [cserey@uwo.ca](mailto:cserey@uwo.ca). Consideration of applications will commence on January 2, 2011 and continue until the position is filled. Position is subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

from all qualified women and men, members of visible minorities, native peoples and persons with disabilities.

**MECHANICAL & MECHANOTRONICS ENGINEERING (NANOMATERIALS)** — University of Waterloo. The Department of Mechanical and Mechatronics Engineering of the University of Waterloo invites applications from outstanding individuals for a tenure-track position at the assistant professor level. The successful candidate will have a PhD in Mechanical Engineering or a related field and a strong record of research and publication. Preference will be given to those candidates with a strong record of practical/experimental research. Candidate will be expected to participate in the normal administrative activities of the Department, Faculty and University Commitment to or eligibility for registration as a Professional Engineer in Ontario is required for this appointment. Person applying for this position should forward a curriculum vitae and the names and addresses of three referees to: Chair, c/o C. Serey, Administrative Assistant, Department of Mechanical and Materials Engineering, The University of Western Ontario, London, Ontario, Canada, N6A 5B9. We also welcome e-mail inquiries and submissions, to be sent to: [cserey@uwo.ca](mailto:cserey@uwo.ca). Consideration of applications will commence on January 2, 2011 and continue until the position is filled. Position is subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

**MUSIC** — York University. York University's Department of Music is seeking applications for a full-time tenure-track position, commencing July 1, 2011, at the rank of Assistant Professor in Music of the Americas. See <http://www.sciencemag.org> for details. **MUSIC** — University of Western Ontario. The Department of Music Education, Don Wright Faculty of Music, is seeking applications for a tenure-track appointment at the Assistant Professor level, effective July 1, 2011. Candidates should have a minimum of five years secondary school and/or university teaching experience and a strong record of scholarly achievement in linking research with teaching practice. The successful candidate will teach undergraduate and graduate music education courses, research and practice-based courses in his or her area of specialty while also contributing to the Department's research program. The Bachelor of Music with Honors in Music Education degree, the Faculty of Music of the Master of Music in Music Education and the PhD in Music with an emphasis in music education. The Don Wright Faculty of Music, with a student body of close to 600 students, is one of the largest music schools in Canada and supports a wide range of studies in music education. The Department of Music Education has a strong national and international reputation for excellence and houses one of the largest music education programs and well-balanced programs of its type in the country. A letter of application, curriculum vitae, copies of three letters of reference, and a statement of the candidate's research, and three letters of reference indicating first-hand knowledge of the candidate's research, should be forwarded under separate cover to: Dr. Ruth Wright, Chair, Department of Music Education, Don Wright Faculty of Music, University of Western Ontario, London, Ontario, Canada, N6A 3K7. The application deadline is December 1, 2010. Positions are subject to budget approval and the successful candidate must be a Canadian citizen and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

**NANOTECHNOLOGY** — University of Waterloo. The Departments of Chemistry, Chemical Engineering, and Electrical & Computer Engineering at the University of Waterloo invite applications for several positions at the Assistant, Associate, and Full Professor levels. The positions are part of the University's expansion in Nanotechnology Engineering (NE), which includes a new undergraduate degree program in NE (<http://www.nanotech.uwaterloo.ca>). The Institute is a cross-disciplinary partnership between the three departments which are home to more than 140 faculty members and 600 graduate students. Applications are invited from excellent candidates in the fields of nanoscience and nanotechnology with primary emphasis in the areas of micro/nano instruments (e.g., nanoscale spectrometry, fluids) and nanobiosystems (e.g., nanomedicine, biomaterials). Other areas of interest include: quantum structures, quantum systems, molecular electronics, and nanomaterials (e.g., nanocrystals, nano-engineered membranes) may also be considered. The successful candidate is expected to establish world-class, independent, externally funded research programs in a research-intensive, cross-disciplinary environment. The departments involved in the creation of the NE program are already home to state-of-the-art characterization, analysis, and synthesis research facilities, including cleanroom laboratories for nanoscale structures and devices. Excellent research and teaching facilities are being established across the university, including a new building complex with lab clusters for nanotech research. The Institute is a cross-disciplinary to develop and teach a broad range of innovative undergraduate and graduate courses in nanoscience and nanotechnology. Interested candidates should forward their curriculum vitae, the names of four referees, a short description of research accomplishments, a vision statement, and a research statement. They may also indicate the departments they wish to be affiliated with. The positions are for a tenure-track position. Applications should be sent to: Faculty Hiring Coordinating Officer, Nanotechnology Engineering Program, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, N2L 3G1, Canada. Email: [natech@uwaterloo.ca](mailto:natech@uwaterloo.ca) (Electronic submissions).



SAINT MARY'S UNIVERSITY SINCE 1802

## David F. Sobey Chair of Business

The David F. Sobey Chair of Business was established in 2005 with an endowment from Dr. David F. Sobey, C.M., Chairman Emeritus of Sobey's Inc. of Stellarton, Nova Scotia. The Sobey School of Business seeks a senior scholar with an international reputation and significant record of research in the area of entrepreneurial studies and/or retail management or closely related areas (e.g. brand management, consumer behavior, new product development, services marketing). The appointment will be at the rank of associate or full professor (tenured or tenure-track) and begin July 1, 2011.

Applicants should have a PhD in business or a related field, a proven track record of working effectively with colleagues and students and an active program of research. The Sobey Chair will be expected to collaborate with faculty, teach in our AACSB accredited programs, conduct research with theoretical/practical significance, and create opportunities for interaction with the business community and with scholars at other universities.

With 70 full-time faculty and an enrollment of approximately 2,500 students in Bachelor of Commerce, MBA, Executive MBA, Master of Finance, Master of Management (Cooperatives and Credit Unions) and PhD (management) programs, Saint Mary's University is the largest business program in Atlantic Canada. The Sobey School of

Business is housed in a modern facility, fully compatible with the latest advances in information technology. In addition to being nationally known for its excellence in undergraduate teaching, the School has established an outstanding research record and a reputation for its international outreach. The University is committed to excellence in both teaching and research that benefits communities in Atlantic Canada and internationally.

Although candidates of all nationalities are encouraged to apply, priority will be given to Canadian citizens and permanent residents. Saint Mary's University is committed to principles of employment equity. Applicants should submit a letter of application, curriculum vitae, and the names and contact information of three referees to: Chair of Selection Committee, Sobey Chair of Business, Department of Marketing, Sobey School of Business, Saint Mary's University, 923 Robie Street, Halifax, Nova Scotia, B3H 3C3, or by email to [colleen.lesbref@smu.ca](mailto:colleen.lesbref@smu.ca).

Consideration of candidates will begin November 15, 2010 and continue to be accepted until the position is filled.

[www.sobey.smu.ca](http://www.sobey.smu.ca)



UNIVERSITY OF SASKATCHEWAN

## COLLEGE OF EDUCATION Tenure Track Assistant Professor in Special Education

The Department of Educational Psychology and Special Education in the College of Education at the University of Saskatchewan invites applications for a tenure-track position in Special Education at the Assistant Professor level effective July 1, 2011.

Candidates for this position must have a completed (or near completed) Ph.D. in Special Education/Educational Psychology with expertise and experience in the education of children, youth and adults with exceptionalities. Areas of expertise may include behaviour, learning, communication, intellectual, physical, or multiple exceptionalities and school-based counselling.

All Department members are expected to carry out an active research program, teach graduate and undergraduate (teacher education) courses, supervise graduate students, and participate in administrative work as well as serve on committees. Some faculty members also engage in supervision of the undergraduate practicum experience, travelling off campus.

The College of Education has made a major commitment to Aboriginal education and is the home of the Aboriginal Education Research Centre. Experience working with Aboriginal people or on topics of particular importance to Aboriginal people would be an asset.

The University of Saskatchewan is committed to employment equity. Members of designated groups (women, Aboriginal people, people with disabilities, and visible minorities) are encouraged to self-identify on their application. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

Please submit a letter of application with curriculum vitae and the names and contact information of at least three references before January 15, 2011 to: Dr. Cecile Reynolds, Dean, College of Education, University of Saskatchewan, 28 Campus Drive, Saskatoon, SK, S7N 0X1.







## CAREERS CARRIERS

care, geriatrics, infectious diseases, internal medicine, pharmacoeconomics, cardiology, endocrinology, respiratory, nephrology and critical care. Rank and salary will be commensurate with qualifications and experience. Applicants must hold either a PharmD or PhD degree. Candidates must furnish evidence of post-doctoral experience or exemplary practice-based clinical experience. Candidates will be expected to establish a successful ex-

ternally funded scholarship program. In addition to the pursuit of scholarly activity through research and practice innovation, duties will include teaching at the undergraduate and graduate levels, and supervision of students seeking advanced degrees or training in advanced clinical practice. If you have further questions about this position please contact: Nancy Wato PharmD FCFR, Associate Director for Practice-Based Education at [nwato@utoronto.ca](mailto:nwato@utoronto.ca).

Applications should include: 1) curriculum vitae, 2) the names of at least three individuals willing to furnish a letter of reference, 3) a one-page statement of teaching philosophy, 4) an outline (1-2 pages) of the proposed scholarly activity, and 5) a concise statement regarding experience in inter-trans, and multi-disciplinary research or practice innovation. Please direct complete applications to: Helmut Director, School of Pharmacy, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada N2L 3G1. Applications will be accepted until suitable candidates are found. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

■ **PHARMACY/PHARMACEUTICS** – University of Waterloo. The University of Waterloo is creating a new School of Pharmacy, focused on basic and applied discoveries that advance the cause of human health. We invite applications for tenure-track or untenured faculty positions at the Assistant, Associate and Full Professor levels in the Pharmaceutical Sciences. We are seeking candidates who offer exceptional communication skills, creative/innovative scholarship and research strengths in fields including pharmaceutical engineering, pharmacokinetics, pharmaceutical immunology, and informatics (pharmaco and medical). The School of Pharmacy, the first to be established in Canada in over 20 years, offers a rare opportunity to share in the development of a new institution. As part of the world-renowned, entrepreneurial University of Waterloo (UW), the school embeds integrative at all levels: theory with practice, pharmacy with medicine, and academia with real-world experience. The institution's culture promotes discovery and innovation, encouraging bold steps and breakthrough developments.

■ **PHILOSOPHY (WOLFE CHAIR IN SCIENTIFIC & TECHNOLOGICAL LITERACY)** – University of Waterloo. The University of Waterloo invites applications for the inaugural Wolfe Chair in Scientific and Technological Literacy. The Chair will be in the Department of Philosophy, secured through a national competition, is designed to take an institutional, national and international role in the promotion of scientific and technological literacy. The Department is seeking an established scholar with a record of highly-regarded research and teaching in a relevant field, including Philosophy of Science, Public Understanding of Science, History of Science, or Science, Technology and Society. The mandate of the Wolfe Chair is to conduct research, teach, and perform public outreach regarding the intellectual foundations, nature and methods of scientific and technological innovation. The Chair will engage in research that advances understanding of key scientific and technological concepts and systems and the relationships among science, technology, and broader factors (e.g., social, ethical, political, or economic). The successful candidate will develop and lead a research program in teaching and leadership roles in the teaching of scientific and technological literacy, both within the University and as public education. The position includes staff funding for

research-oriented and public-outreach events. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. Candidates should send a letter of application and curriculum vitae, including the names of four academic referees, to: Professor Tim Kernen, Chair, Department of Philosophy, University of Waterloo, Waterloo, ON, N2L 3G1. References will be contacted only with the consent of the candidate. Review of applications will begin October 15, 2010, and will continue until the position is filled. Further information about the status of the search and about the Wolfe Chair in Scientific and Technological Literacy is available online at <http://philosophy.uwaterloo.ca/wolfechair.html>.

■ **POLITICAL SCIENCE** – University of Victoria. The Department of Political Science, University of Victoria, invites applications for a tenure track position in the area of Indigenous Politics. The appointment, effective July 1, 2011, will be made at the rank of Assistant Professor. Applicants should have a PhD in Political Science or a related program with a strong political science element. Applicants should have a record and promise of research excellence appropriate to their stage of career, and a well-developed research program in Indigenous Politics. The candidate will be expected to teach at the undergraduate and graduate levels. The successful candidate will be joining an active department with vibrant MA and PhD programs. The department is interested in receiving applications from candidates with a wide range of research and teaching interests and welcomes applications from candidates who have research interests that focus on any aspect of Indigenous Politics. The department also encourages applications from candidates who demonstrate prior engagement with Indigenous peoples, communities and/or organizations, and those who have a willingness to do so on site in the position. Applicants are encouraged to consult the department website <http://web.uvic.ca/pol/> for information on the research interests of the department faculty and the programs it offers. Potential applicants who have questions about the position are encouraged to contact the Chair, Amy Verdun, at [chalpo@uvic.ca](mailto:chalpo@uvic.ca). The University of Victoria is an equity employer and encourages applications from women, visible minorities, indigenous peoples, people of all sexual orientations and genders, and others who contribute to the further diversification of the University. All qualified candidates are encouraged to apply; Indigenous candidates are strongly encouraged to apply. In accordance with Canadian immigration requirements, Canadians and permanent residents will be given priority. The deadline for the application to reach the department is September 27, 2010. Please send letters of application, CV, writing sample, and contact letters to the referees (the latter sent directly under separate cover) to: Dr. Amy Verdun, Chair, (Re: Job application – Indigenous Politics), Department of Political Science, University of Victoria, PO Box 3600, Victoria, BC, Canada V8W 3R4; Telephone: 1-250-852-3232; E-mail: [chalpo@uvic.ca](mailto:chalpo@uvic.ca); Web: <http://web.uvic.ca/pol/>.

■ **POLITICAL SCIENCE (CANADIAN POLITICS)** – University of Waterloo. Applications are being accepted for a tenure-track position in Canadian politics at the rank of Assistant Professor, commencing January 1, 2011, or when the position is filled. The successful candidate will have a completed PhD and be able to teach courses on Canadian governance, the history and politics of Canadian policy-making institutions, and public policy analysis. The UW Department of Political Science is home to a rapidly expanding graduate program and the ideal candidate will play a key role in both the departmental graduate program and the proposed new Masters of Public Service. The successful candidate will be expected to develop an active, externally-funded research program and to collaborate in the academic life of the department. Excellence in teaching is also expected and the ideal candidate will supply a teaching dossier, including teaching philosophy, peer and/or student evaluation, and course syllabi. The completed application must contain all of the following information: a letter of application describing qualifications and the proposed research program; curriculum vitae; teaching dossier; three letters of reference; and a sample of academic writing. Salary will be commensurate with qualifications and experience. Applications should be forwarded to Richard Nutbrown (nutbrown@uwaterloo.ca), Chair, Department of Political Science, University of Waterloo, 200 University Ave W, Waterloo, Ontario, Canada, N2L 3G1 on or before October 1, 2010. All qualified applicants are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

■ **POLITICAL SCIENCE (POLITICAL THEORY)** – University of Waterloo. Applications are being accepted for a tenure-track position in Political theory at the rank of Assistant Professor, commencing January 1, 2011, or when the position is filled. The successful candidate will have a completed PhD and be able to teach courses in the history of political theory, modern political philosophy and global social justice. The UW Department of Political Science is home to several rapidly expanding graduate programs in political science and global governance studies. The ideal candidate will play a key role in the departmental graduate expansion, particularly in the area of global social justice. The successful candidate will be expected to develop an active, externally-funded research program and to collaborate in the academic life of the department. Excellence in teaching is also expected and the candidate will supply a teaching dossier, including teaching philosophy, peer and/or student evaluation, and course syllabi. The completed application must contain all of the following information: a letter of application describing qualifications and the proposed research program; curriculum vitae; teaching dossier; three letters of reference, and a sample of academic writing. Salary will be commensurate with qualifications and experience. Applications should be forwarded to Richard Nutbrown (nutbrown@uwaterloo.ca), Chair, Department of Political Science, University of Waterloo, 200 University Ave W, Waterloo, Ontario, Canada, N2L 3G1 on or before October 1, 2010. All qualified applicants are encouraged to



### Factor-Inwentash Faculty of Social Work University of Toronto Assistant/Associate Professors in Social Work (tenure stream)

The Factor-Inwentash Faculty of Social Work invites applications for two tenure-stream faculty positions. These positions are at the rank of Assistant or Associate Professor.

Appointments will be made at a level appropriate to the qualifications and track record of successful applicants. Salary will be commensurate with qualifications and experience. Appointments will begin July 1, 2011.

- One position in **Law and Social Work** (Job # 1000553)
- One Joint position in **Policy** at the Factor-Inwentash Faculty of Social Work and the School of Public Policy and Governance, Faculty of Arts and Science (Job # 1000562)

A full description of the positions can be found on our website at: [http://www.socialwork.utoronto.ca/about/jobs/Tenure\\_Track\\_Positions\\_2010.htm](http://www.socialwork.utoronto.ca/about/jobs/Tenure_Track_Positions_2010.htm).

Applicants are strongly encouraged to apply online at <http://www.jobs.utoronto.ca/faculty.htm> (search by job numbers).



[www.careers.ualberta.ca](http://www.careers.ualberta.ca)

## Professor and Scientific Director – Nano-Enabled Biomaterials for Sustainable Living Accelerator

The Faculty of Engineering, University of Alberta, in collaboration with the National Research Council National Institute for Nanotechnology (NINT), with \$36.8 million in funding over six years through Alberta Innovates – Technology Futures, seeks a Scientific Director to define and lead a transformative research initiative in Nano-Enabled Biomaterials for Sustainable Living (NEBSL). The mandate is to advance and apply nanotechnology in order to create new biomaterials that can be used to address challenges and opportunities of significance to Alberta and globally. These materials may result from the programmed assembly of biomaterials, biomass conversion, and/or the utilization of naturally occurring biomaterials. This could lead to the development of environmentally compatible, high performance, nano-biomaterials for environmental sensing and remediation, energy conversion, catalysis, health monitoring and regulation, bio-refining and conversion, and value-added applications.

The Scientific Director will be the key leader of the NEBSL initiative and be responsible for defining, implementing and executing the overall research and commercialization programs. Responsibilities include providing overall leadership and management of the NEBSL initiative, teaching at the undergraduate and graduate levels, conducting, publishing and commercializing research, and supervising graduate students and research, technical and administrative staff.

The successful candidate will have demonstrated success in defining and leading initiatives of this magnitude, an internationally-recognized proven record of research achievement including

significant accomplishments in the commercialization of nanotechnology advances, and hold a PhD degree in a discipline appropriate to the NEBSL initiative.

The successful candidate will be appointed at the rank of Professor with tenure in an appropriate Department within the Faculty of Engineering at the University of Alberta and will also be considered for nomination for a Canada Research Chair (Tier I) position. The NEBSL Scientific Director will have a formal association with NINT.

The University of Alberta and NINT offer extensive nanotechnology facilities and laboratories in an advanced nanotechnology research and educational environment representing an investment in excess of \$250 million. The co-location of NINT on the University of Alberta campus enables seamless collaborations among faculty, industrial partners, postdoctoral fellows, and students on basic research through to commercialization outcomes.

Applications, including a statement of interest and vision, a curriculum vitae, a description of research and teaching interests, and the names and addresses (including email) of three referees, should be sent to:

Dr. David T. Lynch, Dean  
Faculty of Engineering  
E6-050 ETL  
University of Alberta  
Edmonton, Alberta T6G 2V4  
Canada  
Email: [nanobio@engineering.ualberta.ca](mailto:nanobio@engineering.ualberta.ca)

Review of applications will begin on September 1, 2010. However, the competition will remain open until the position is filled.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.



## JAMES M. STANFORD PROFESSORSHIP IN GENOCIDE AND HUMAN RIGHTS STUDIES

Home to 27 departments, colleges, schools and institutes, the Faculty of Arts and Science is leading Concordia University to the forefront of research and graduate education in Quebec and Canada. Recognized for innovative research in the sciences, the humanities, and the social sciences, the Faculty invites applications for the

**James M. Stanford Professorship in Genocide and Human Rights Studies.**

The specific focus of this tenure-track professorship will be to build on the strengths of the Montreal Institute for Genocide and Human Rights Studies (MIGS), to develop new stages of the *Will to Intervene Project* (<http://migs.concordia.ca>) and to train a new generation of leaders and civil society advocates committed to peace building, conflict resolution and influencing government policy-makers to prevent new mass atrocity crimes.

The successful candidate, who will be appointed to his or her appropriate academic department, will also participate in the administration of the Montreal Institute for Genocide and Human Rights Studies and work closely with its Director to build MIGS' research profile, obtain grant funding, and fulfill MIGS' ambitious program of research, teaching, and publication. He or she will also have the opportunity to cooperate with Concordia University's Centre for Ethnographic Research and Exhibition in the Aftermath of Violence (CERAV) and its Centre for Oral History & Digital Storytelling (COHDS).

Applicants should have recognized expertise in the study of one or more major cases of genocide and in one or more relevant disciplines such as history, political science, sociology, anthropology, or human rights.

Applications must consist of a cover letter, a current curriculum vitae, copies of recent publications, a statement of teaching philosophy/interests, a research statement, and evidence of teaching effectiveness. Candidates must also arrange to have three letters of reference sent directly to:

Dr. Brian Lewis  
Dean, Faculty of Arts and Science  
Concordia University  
1455 De Maisonneuve Blvd. W., AD 328  
Montreal, QC  
Canada H3G 1M8

Email applications not accepted  
[migs.concordia.ca](mailto:migs.concordia.ca)

Subject to budgetary approval, we anticipate filling this position, normally at the rank of Assistant Professor or Associate Professor, for July 1, 2011. Review of applications will begin immediately and will continue until the position is filled. **Deadline for applications is November 1, 2010.** For additional information, please visit our website at <http://artsandscience.concordia.ca>.

All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents of Canada will be given priority. Concordia University is committed to employment equity.





# CARRIÈRES

aged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

**PRESIDENT & VICE-CHANCELLOR** – University of Waterloo. The Board of Governors, through a wide-ranging nominating committee in consultation with Spencer Stuart, is conducting a search for its sixth president and vice-chancellor. The initial term of appointment of the president will begin on July 1, 2011, or as soon as possible thereafter, and is renewable for six years to a maximum of 12 years. The Presidential Nominating Committee invites nominations of, and applications and expressions of interest from, persons who could provide outstanding leadership. The next President and Vice-Chancellor will be an engaging and forward-thinking leader with a timeless commitment to articulating the vision of an innovative, pioneering university. Established in July 1957, the University of Waterloo is a research-intensive university known for its entrepreneurial spirit. Located at the heart of Canada's 2,000 km<sup>2</sup> Triangle, Waterloo employs more than 1,030 full-time faculty members and 2,200 full-time equivalent staff. In just a half century, Waterloo has become one of Canada's leading comprehensive universities with 30,000 full- and part-time students in undergraduate and graduate programs. Home to the world's largest post-secondary cooperative education program, Waterloo attracts students from more than 125 countries and has 145,000 alumni living in 147 countries. Waterloo's ambition is to pursue global excellence and to seek opportunities for Canada. It offers programs within six faculties – applied health sciences, arts, engineering, environment, mathematics, and science – nine faculty-based schools, and four university colleges. For 18 consecutive years, Waterloo has been named Canada's most innovative university in the Maclean's annual university rankings and also tops the reputation categories of most innovative, most likely to produce the leaders of tomorrow, and best overall. Waterloo, as holder of the world's largest post-secondary co-operative education program, embraces its connections to the world and encourages enterprising partnerships in learning, research, and discovery. More information about this singular university and its enterprising ways can be found at [www.uwaterloo.ca](http://www.uwaterloo.ca). The Presidential nominating committee will begin its review of candidates this summer 2010. Documentation should be submitted in confidence to the University of Waterloo Presidential Nominating Committee c/o the address shown below. Nomination and application documents should be accompanied by a detailed curriculum vitae and a brief statement of interest. The university respects, appreciates and encourages diversity. Applications from all qualified individuals, including women, members of visible minorities, Aboriginal peoples and persons with disabilities are encouraged. In accordance with the University of Waterloo Act 1972, this advertisement is directed to global Canadian citizens within the global community. Please direct all inquiries, nominations and/or submissions of interest to our search consultants at Spencer Stuart [uwaterloo@stspencerstuart.com](mailto:uwaterloo@stspencerstuart.com) or call (416) 361-0311.

**PSYCHOLOGY** – Brock University. The Department of Psychology at Brock University, St. Catharines, Ontario invites applications for a tenure-track position in Experimental Child Development, beginning July 1, 2011. Applicants with expertise in the areas of cognitive or social cognitive development are especially encouraged to apply. This position is subject to final budgetary approval. Inquiries should be directed to: Dr. Michael Ashton, Chair of Psychology, 905-688-5550 x3993, [psychchair@brocku.ca](mailto:psychchair@brocku.ca). Information about Brock University can be found on the University's website, [www.brocku.ca](http://www.brocku.ca). Applicants should submit a letter of application, a curriculum vitae, statements of research and teaching interests, recent reprints, and evidence of teaching performance, all in hard copy format, to: Dr. Michael Ashton, Chair of Psychology, Brock University, St. Catharines, ON L2S 3A1. Applicants should also arrange for at least three letters of academic reference to be sent under separate cover. Review of applications will begin on November 1, 2010, and will continue until the position is filled. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Brock University is actively committed to diversity and the principles of Employment Equity and invites applications from all qualified candidates. Women, Aboriginal peoples, members of visible minorities, and people with disabilities are especially encouraged to apply and to identify themselves in their application letter as members of a designated group. Candidates who wish to have their application considered as a member of one or more designated groups should fill out the Self-Identification Form available at <http://www.brocku.ca/hr/ds/humanresources/careeropportunities-2> and include the completed form with their application.

**PSYCHOLOGY (EVOLUTIONARY PSYCHOLOGY)** – McMaster University. The Department of Psychology, Neuroscience & Behaviour at McMaster University invites applications for a tenure-track position in evolutionary psychology at the assistant professor level. The successful applicant will have a PhD in a relevant field, and a research program that uses contemporary evolutionary theory and knowledge to direct the study of human (and perhaps also non-human) psychology, neuroscience, and development, and may entail any combination of laboratory and fieldwork; cognitive, genetic, neuroscientific, and endocrinological methods; and experimental, correlational and archival hypothesis testing. Each applicant should send a curriculum vitae, a statement of research interests, and a copy of relevant publications to: Dr. Martin Daly, Chair, Evolutionary Psychology Search Committee, Department of Psychology, Neuroscience & Behaviour, McMaster University, 1280 Main Street West, Hamilton, Ontario, Canada L8S 4K1. Applicants should also arrange to have three letters of reference sent to the same address. Departmental review of applications will begin immediately, and will continue until the position is filled. The appointment will commence on July 1, 2011. Salary will be commensurate with qualifications and experience. All qualified candidates are encouraged to apply; however, Canadians

and Permanent Residents will be given priority. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal peoples, and persons with disabilities.

**PSYCHOLOGY (INDUSTRIAL/ORGANIZATIONAL PSYCHOLOGY)** – University of Western Ontario. Applications are invited for a tenure stream appointment in I/O Psychology at the rank of Assistant Professor in the Department of Psychology at The University of Western Ontario, effective July 1, 2011. We have a particular interest in applicants who specialize in topics that are typically associated with the "I" side of I/O psychology and who have a solid background in statistics/research methodology, but applicants trained in any area of I/O Psychology are strongly encouraged to apply. Applicants must have a PhD and the selected candidate will be expected to maintain an active research program, teach undergraduate and graduate courses in I/O psychology topics, and provide graduate student supervision. The Psychology Department has approximately 50 faculty members, 20 staff members, and over 100 graduate students enrolled in the Masters and PhD programs. It is one of the most distinguished psychology departments in Canada and has a very strong I/O Psychology group. Further information about Psychology and the I/O Psychology group, at Western may be found at <http://www.soc.uwo.ca/psychology/> and <http://psychology.uwo.ca/i/o>, respectively. Applicants should submit a curriculum vitae, a statement of research interests and teaching experience (including teaching ratings, if available), copies of representative publications, and arrange to have 3 letters of recommendation sent to: Dr. Albert Kozl, Chair, Department of Psychology, The University of Western Ontario,

London, Ontario, Canada, N6A 5C2. Consideration of applications will commence on September 15, 2010, and will continue until the position is filled. This position is subject to budgetary approval. Applicants should have written and a 60 second communication skills in English. All qualified candidates are encouraged to apply; however, Canadian Citizens and Permanent Residents will be given priority. The University of Western Ontario is

committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, Aboriginal peoples, and persons with disabilities.

**PSYCHOLOGY (SOCIO-EMOTIONAL DEVELOPMENT)** – McMaster University. The Department of Psychology, Neuroscience & Behaviour at McMaster University invites applications for a tenure track position at the assistant professor level in socio-emotional development, including physical development. Candidates who use psychophysiological, brain imaging, hormonal, and/or genetic approaches in the study of human development are of particular interest. The position begins July 1, 2011. The Department of Psychology, Neuroscience & Behaviour has strong research and collaborative groups in the areas of perception, cognition, neuroscience, development, animal behaviour, and

[www.careers.uaberta.ca](http://www.careers.uaberta.ca)



## Education Researcher

The School of Internal Medicine in the Faculty of Medicine & Dentistry at the University of Alberta is seeking an Assistant and/or Associate Professor Education Researcher.

The School of Internal Medicine considers the development and growth of education research leadership a high priority. This tenure track position offers a unique and exciting opportunity for a person of vision to guide and expand an established, internationally recognized education program at the University of Alberta.

Medicine is a cornerstone department within the Faculty of Medicine & Dentistry actively supporting the Discovery Learning mission and fulfilling a fundamental role in education of 655 medical students, 80 Internal Medicine residents, 70 specialty residents, and 20 clinical fellows.

The Education Researcher is expected to be a primary resource to the School of Internal Medicine members, supporting and guiding the assessment of, and research into, the Department's educational activities. Specific activities will include advising and guiding the Medical Education Executive Committee of the Department, assisting and collaborating with medical educators in conducting research projects, participating in research seminars with members of the Department and other educators, participating in the educational activities of the Department, and developing the education research enterprise of the Department.

The successful candidate will have a PhD, experience in medical education and

education research methodology and practice, and will possess knowledge of principles concerning course development. In addition, he/she will have excellent interpersonal skills and be able to work collaboratively.

The University of Alberta is one of the top 100 teaching and research universities in the world serving 37,000 students with more than 14,000 faculty and staff. Founded a century ago, the University has an annual budget in excess of \$1.4 billion and attracts more than \$48 million in external research funding. The University offers close to 400 undergraduate and graduate programs in 18 faculties. Edmonton, with a growing population of over one million, is the cosmopolitan capital of Alberta. With an abundance of services, beautiful river valley, community activities and attractive living accommodations, this energetic city has something for everyone.

Remuneration for this new position will be commensurate with qualifications and experience. This position would also have a cross appointment in Faculty of Education. Consideration will continue until the position is filled.

Competition No.: A100611366

Interested applicants may apply to:

Dr. Stephen Aaron  
School Lead - Education,  
Department of Medicine  
562 Heritage Medical Research Center  
Edmonton, Alberta  
T6G 2V2

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.



## McGill University Tenure-Track Positions Faculty of Engineering

The Faculty of Engineering at McGill University invites applications for a number of new tenure-track faculty positions in the following broad areas:

- Electrical & Computer Engineering
- Mining Engineering
- Materials Engineering
- Mechanical Engineering
- Architecture
- Bioengineering

There are six strategic areas that the Faculty will be focusing on, namely:

- (1) Bioengineering;
- (2) Aerospace engineering;
- (3) New materials & nanotechnology;
- (4) Environmental engineering and clean energy;
- (5) Infrastructure planning & engineering;
- (6) Broadband communications.

Positions are generally at the Assistant Professor level (tenure-track); however, there are some senior-level positions available and exceptional applications will be considered for all ranks. Candidates must have a Ph.D. and a strong commitment to excellence in research and teaching. Evidence of outstanding research achievements, or research potential, is indispensable.

Qualified applicants are invited to submit a resume, together with names and contact information (mail, phone and email) of three references, and a two-page statement outlining research and teaching goals to:

**Ms. Anne Sege**  
Dean's Office, Faculty of Engineering  
Macdonald Engineering Building, Room 378  
McGill University  
817 Sherbrooke Street West, Montreal, Quebec, H3A 2K6 Canada  
E-mail (preferred): [engsearch.engineering@mcgill.ca](mailto:engsearch.engineering@mcgill.ca)

Applicants must clearly identify which area they are applying to, either directly on the envelope if by hardcopy, or in the subject line if by email. Applications will be reviewed as they are received; the closing date for applications is **January 15, 2011**.

Salary will be negotiated according to qualifications and experience. Membership, or eligibility for membership, in a Canadian professional engineering association is required.

McGill University is committed to equity in employment and diversity. It welcomes applications from indigenous peoples, visible minorities, ethnic minorities, persons with disabilities, women, persons of minority sexual orientations and persons of other backgrounds who may contribute to further diversification. All qualified applicants are encouraged to apply; however, Canadians and permanent residents will be given priority.

Please reference the source of the ad when applying for, or inquiring about this job announcement.  
[www.mcgill.ca](http://www.mcgill.ca)



SIMON FRASER UNIVERSITY  
FACULTY OF HEALTH SCIENCES

## LEADERSHIP POSITION IN POPULATION AND PUBLIC HEALTH

[www.fhs.sfu.ca](http://www.fhs.sfu.ca)

The Faculty of Health Sciences at Simon Fraser University invites applications from a successful scholar in population and public health for appointment at the rank of associate or full professor, with tenure. We seek someone who is interested in assuming a leadership role in developing one of the most innovative and exciting new Faculties in Canada. Ideally, candidates will have held university leadership positions in educational programs or research development. Upon appointment, the successful candidate will be asked to assume a key administrative position at the program director or associate dean level, depending on preference, skill-set, and experience.

Candidates are expected to hold a PhD or equivalent (MD plus MPH/MSc) and have at least four years experience as a tenured faculty member in a research-intensive university setting. Candidates should also have a solid record of teaching and research with a demonstrable interest in interdisciplinary scholarship. The successful applicant will be expected to teach in our graduate and/or undergraduate curricula as appropriate to their field of expertise.

Evaluation of applications will begin on **October 1, 2010** and will continue until the position is filled. In addition to a full CV, candidates should include in their letter of application a descriptive statement of research activities, teaching background, and administrative and leadership experience, strengths, and approach. These materials, along with the names of at least three academic references should be submitted electronically to: [fhs\\_recruit@sfu.ca](mailto:fhs_recruit@sfu.ca).

Successful candidates will join a dynamic and expanding group of faculty who are developing collaborative, interdisciplinary research and educational programs in global health, social inequities and health, infectious and chronic diseases, mental health and addictions, health over the human life course, and environmental and occupational health.

FHS has collaborative agreements and partnerships with the BC government, regional health authorities and research centres, and provincial, national and international health agencies.

Simon Fraser University is committed to employment equity and encourages applications from all qualified women and men, including visible minorities, Aboriginal people, and persons with disabilities. All qualified applicants are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Positions are subject to final budgetary approval. Under the authority of the University Act personal information that is required by the University for academic appointment competitions will be collected. For further details see: [http://www.sfu.ca/vpacademic/Faculty\\_Openings/Collection\\_Notice.html](http://www.sfu.ca/vpacademic/Faculty_Openings/Collection_Notice.html).



## CAREERS CARRIÈRES

## Assistant/Associate Professor School of Human Kinetics and Recreation

» Competition Number: VPA-HKR-2010-001

The School of Human Kinetics and Recreation invites applications for an Assistant/Associate Professor commencing January 1, 2011 or May 1, 2011, subject to budgetary approval. A completed earned doctorate is required for the appointee to receive the rank of Assistant Professor and to be in a tenure-track position. (If a successful candidate has not completed an earned doctorate, he/she shall be appointed to a regular term, non-renewable three-year appointment at the rank of Assistant Professor. If the candidate completes all the requirements for the doctorate during the first 24 months of the term appointment, he/she shall begin a tenure-track appointment following completion of the requirements of the degree.) Preference will be given to applicants with prior university teaching experience and a track record that demonstrates excellence in the areas of teaching and research.

The successful applicant will be expected to teach at the undergraduate and graduate levels, supervise graduate students, participate in other educational, scholarly, and professional activities, liaise with community, and develop an active program of research. A completed PhD in Physical Education or a related area is preferred though these candidates nearing completion will also be considered. Applicants should have the ability to teach and do research in one or more of the following areas: curriculum, pedagogy, methods, policy, physical activity and recreation. Teaching experience in K-12 schools is essential and post-doctoral experience would be an asset.

Salary will be in accordance with the university's collective agreement and is based on qualifications and experience. Deadline for application is September 30, 2010; review of applications will continue until the position is filled. A curriculum vitae, statement of research and teaching interests, evidence of teaching competence, and the names of three references should accompany letters of application and be sent to:

Director  
School of Human Kinetics and Recreation  
Memorial University of Newfoundland  
St. John's, NL A1C 5S7  
Fax: (709) 737-7531; Email: hkr@mun.ca

All candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Memorial is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities.

## MEMORIAL UNIVERSITY

evolutionary psychology (<http://www.science.mcmaster.ca/psychology/>). Candidates should have a PhD, an established record of research productivity, and evidence of teaching skills. Please send a curriculum vitae, statement of research interests, reprints of published work, and three letters of reference to: Dr. Louis Schmidt, Search Committee Chair, Department of Psychology, Neuroscience & Behaviour, McMaster University, 1280 Main Street West, Hamilton, Ontario, L8S 4L3, Canada. Review of applications will begin immediately and continue until the position is filled. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, aboriginal people, members of sexual minorities, and persons with disabilities.

**S**  
SOCIAL PSYCHOLOGY (ICRC) – University of Waterloo. The Department of Psychology at the University of Waterloo is recruiting an outstanding scholar to fill a Tier II Canada Research Chair (ICRC) in Social Psychology. Applicants are invited for this tenure-track position at the Assistant to Associate level. To be eligible for a Tier II position, candidates must be early career scholars of outstanding achievement, acknowledged by their peers as having the potential to be world leaders in their research areas. Information regarding the ICRC program, the department and program in Social Psychology can be found at <http://www.psychology.uwaterloo.ca>. Information regarding Waterloo can be found at <http://www.region.uwaterloo.on.ca>. The anticipated start date for the position is July 1, 2011. We will begin reviewing applications on October 1, 2010 and continue until the position is filled. Applicants should electronically submit a curriculum vitae, a statement of research and teaching interests, reprints or preprints of recent papers, and the contact information for three references (including the email addresses) to [search@psychology.uwaterloo.ca](mailto:search@psychology.uwaterloo.ca). They should also arrange for three confidential letters of reference to be sent electronically. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Applicants should indicate current employment status. The University of New Brunswick is committed to the principle of employment equity. The position is subject to final budgetary approval.

**SOCIOLOGY – University of New Brunswick.** The Department of Sociology invites applications for a tenure-track position at the rank of Assistant Professor, to begin July 1, 2011 in the sociology of health and health care. While the sub-area of specialization is open, a focus on the social determinants of health and on public policy would be an asset. Applicants must have a PhD or strong research of completion before July 2011 in sociology or in a related discipline. A solid research record and a demonstrated potential for excellence in teaching are required. The department offers both undergraduate and graduate (MA and PhD) programs. Department members engage in undergraduate and graduate teaching and research, and community involvement is also encouraged. The department supports a variety of theoretical and methodological orientations. The successful applicant will develop a research program in the sociology of health as it relates to the specified interests. Health is one of the three foci in the department; the other two are media and communications, and environmental sociology. A critical concern for public and social policies serves as the bridge between these areas of research. A letter of application, curriculum vitae, teaching portfolio, a sample of written work and three letters of reference should be sent by January 6, 2011 to: Dr. Nancy Nason-Clark, Chair, Department of Sociology, University of New Brunswick, PO Box 4400, Fredericton, NB, E3B 5A3. Phone: 506-453-4849. Fax: 506-453-4461. Email: [search@unb.ca](mailto:search@unb.ca). All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Applicants should indicate current employment status. The University of New Brunswick is committed to the principle of employment equity. The position is subject to final budgetary approval.

**SOCIOLOGY – University of Victoria.** The Department of Sociology invites applications for two tenure-track positions at the rank of Assistant Professor. These positions are subject to budgetary approval with efficient communication on July 1, 2011. Position 1: The department seeks to hire a quantitative research scholar in one or more of the following areas: social psychology, family, social inequality, social networks, media, popular culture, and environmental sociology. The successful candidate is expected to teach department-level statistics and/or quantitative methods courses. A completed PhD in Sociology or ABD status with an expected completion date no later than the start date of the position is expected. Applications should arrive no later than October 1, 2010. Address correspondence to: Search Committee on Quantitative Research, Department of Sociology, University of Victoria, PO Box 3050, Victoria, BC V8W 3P5, Position 2: The department seeks to hire in the area of crime/deviant behaviour. A completed PhD in Sociology or a related discipline, or ABD status with an expected completion date no later than the start date of the position is expected. Applications should arrive no later than October 1, 2010. Address correspondence to: Search Committee on Crime and Deviance, Department of Sociology, University of Victoria, PO Box 3050, Victoria, BC V8W 3P5. Applicants should include a covering letter, curriculum vitae, evidence of teaching ability and one article-length sample of research. Applicants should also ask three references to forward confidential letters on their behalf. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, Aboriginal Peoples, people of all sexual orientations and genders, and others who may contribute to the further diversification of the University. All qualified candidates are encouraged to apply; however, in accordance with Canadian immigration requirements, Canadians and permanent residents will be given priority.

**SOIL SCIENCE – McGill University.** McGill University's Faculty of Agricultural and Environmental Sciences invites applications for a tenure-track position in soil physics/soil and water management. The Department of Natural Resource Sciences. Candidates must hold a PhD in soil science or related discipline and have research interests that include, but are not limited to: soil erosion, soil hydrology, soil and water management, soil hydraulic functions, solute transport in soils, and soil aggregate dynamics. The ideal candidate should have experience with spatial-temporal models that link fundamental concepts from soil physics and hydrology to processes at the field, landscape and watershed scales. An interest in agronomic and engineering applications to soil and water conservation systems that foster sustainable agriculture would be an asset. A record of outstanding achievement in research with publications in high quality journals is essential. The successful candidate will be expected to develop an externally-funded research program that will be a strong and complementary fit with the existing soil and water research groups in the Department of Natural Resource Sciences and the Bioscience Engineering Department. The successful candidate should also be willing to engage in interdisciplinary research with other McGill units and other institutions, nationally and internationally. Candidates must be able to teach undergraduate and graduate courses in soil physics, hydrology and solute transport modelling, and contribute to team teaching courses in soil and water conservation and environmental engineering. The successful candidate will be involved in the continued development of the Faculty's new undergraduate Major in Agro-Environmental Sciences and contribute to the Bachelor of Engineering (Bioscience) and their counterpart graduate programs. Eligibility for membership in Order des agronomes du Québec (professional agronomist) is required. Eligibility for membership in a professional engineering body, though not required, would be considered an asset. McGill's Faculty of Agricultural and Environmental Sciences is located on the Macdonald Campus, 30 km from Montreal's city centre and the downtown McGill campus. The Macdonald Campus operates a 200 ha farm that provides access to agricultural facilities for experimental work. The host departments have laboratories and equipment to carry out research in applied soil science and engineering. The Faculty has a strong record in research, and graduate and

undergraduate training in agricultural, environmental, food and human nutrition sciences, microbiology and biosciences engineering, and additional information is available on the Faculty of Agricultural and Environmental Sciences, and the Department of Natural Resource Sciences, can be found on their respective web sites: [www.mcgill.ca/nrs](http://www.mcgill.ca/nrs), and [www.mcgilca/mcgilca](http://www.mcgill.ca/mcgilca/mcgilca). The appointment is at the level of assistant professor. Salary will be commensurate with the candidate's qualifications. Interested applicants should send curriculum vitae, a statement of research direction with copies of relevant publications, and arrange for at least three letters of reference from persons qualified to judge research, teaching and professional abilities to: Dr. Benoit Collette, Department of Natural Resource Sciences, McGill University (Macdonald Campus), 21,111 Lakeshore, Ste-Anne-Belle-Vue, QC, H9X 3V3. Telephone: (514) 398-7952. Fax: (514) 398-7950. Email: [benoit.collette@mcgill.ca](mailto:benoit.collette@mcgill.ca). The closing date for receipt of application and documents is October 15, 2010 or until the position is filled. McGill University is committed to equity in employment and diversity. It welcomes applications from all groups, visible minorities, ethnic minorities, people of all sexual orientations and gender identities and others who may contribute to further diversification of the University. Candidates are encouraged to apply; however, in accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

**V**  
VISUAL NEUROSCIENCE/COMPUTATIONAL NEUROSCIENCE OF VISION – York University. The Faculty of Science and Engineering, York University invites applications for a tenure-track position in the area of Visual Neuroscience or Computational Neuroscience. Candidates for this tenure-track position should be ready to undertake a research program focusing on the neural mechanisms related to neurobiology of the visual system or theoretical and computational approaches to modeling and studying the visual system. The successful candidate will be expected to interact with a diverse team of neuroscientists (<http://www.yorku.ca/neurosci/TheoreticalNeuroscience>) and computational neuroscientists (<http://www.yorku.ca/neurosci/ComputationalNeuroscience>). The home department of the successful applicant will be either the Department of Computer Science and Engineering, or the Department of Biology. The successful candidate will have a PhD in Biology, Computer Science or related field, preferably with post-doctoral experience, and an outstanding research record, and will be expected to develop a strong, externally funded research program, contribute to teaching related courses at the undergraduate and graduate levels and supervise graduate students. The successful applicant's data should show excellence or promise of excellence in teaching and in scholarly research and publication. The successful candidate must be eligible for a prompt appointment to the Faculty of Graduate Studies. The start date is July 1, 2011. Further information about the faculty of Science and Engineering, with departmental links for Biology and Computer Science and Engineering, can be found at <http://www.yorku.ca/scieng>. Applications must be received by November 30, 2010. Applicants should forward (in hard copy) a curriculum vitae, an outline of research interests, a single copy of three research articles and arrange for three signed letters of reference to send to: CHS, Visual Neuroscience/Computational Neuroscience, Search Committee-Faculty of Science and Engineering, Department of Biology, Room 407, Franzosini Building, York University, 4700 Keele St., Toronto, Ontario, Canada, M3J 1P3; Fax: 416-736-5693. All positions at York University are subject to budgetary approval. A copy can be obtained by calling the affirmative action office at 416-736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

**WOMEN'S STUDIES – University of Victoria.** The Department of Women's Studies at the University of Victoria invites applications for an entry-level tenure-track position at the assistant professor level, commencing July 1, 2011. Preference will be given to a specialization in health and wellbeing from an integrative feminist perspective (the discipline is open). The successful candidate will have a PhD or equivalent, a record of feminist scholarship, a demonstrated commitment to teaching in an interdisciplinary undergraduate and MA Women's Studies program. Further, as a member of a small department, the candidate will be expected to share in administrative duties both at the departmental and university level. The department is strongly committed to both excellence and equity and to increasing the diversity of approaches and perspectives in teaching and research. Thus, diversity and equity issues will be a factor in the selection process. Applicants must submit a curriculum vitae, a cover letter and address (including email, fax, and telephone numbers) of at least three referees from the department or other academic circles, people of all sexual orientations and genders, and others who may contribute to the further diversification of the University. All qualified candidates are encouraged to apply; however, in accordance with Canadian immigration requirements, Canadians and permanent residents will be given priority.

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The University of Western Ontario  
Centre for Studies in Family Medicine | Department of Family Medicine  
Schulich School of Medicine and Dentistry

## Director of the Centre for Studies in Family Medicine & Director of Research (Full-Time Academic)

A DEPARTMENT OF SCHOLARLY EXCELLENCE COMMITTED TO DEVELOPING  
EXEMPLARY FAMILY PHYSICIANS AND FUTURE LEADERS IN HEALTH CARE THROUGH CLINICAL EXCELLENCE,  
PROFESSIONAL EDUCATION, ADMINISTRATIVE LEADERSHIP AND RUST RESEARCH.

A Director is needed to lead an internationally recognized interdisciplinary team of seven researchers in the Centre for Studies in Family Medicine (CSFM). The CSFM currently comprises seven faculty researchers, 30 research staff, one post-doctoral fellow and one clinical fellow. The CSFM is an integral part of the Department of Family Medicine with a role in residency and graduate education. As one of the leading family medicine research programs in North America, the CSFM conducts research in the areas of patient-centered clinical methods; diabetes care; child health; integrated and interdisciplinary care; health services research and information technology. The incumbent's research interests should be relevant to family medicine and primary health care. The Director role is for a 5 year term with possibility of renewal.

The incumbent may be an MD or PhD or both in any discipline; if an MD, a Masters degree is also required.

PhD candidates will be appointed in a tenured appointment at the rank of Associate or full Professor in the Department of Family Medicine and will hold a cross appointment in a basic science department.

MD candidates will have to be eligible to practice medicine in the Province of Ontario. The successful candidate will be appointed in a full time clinical academic appointment, rank will be commensurate with qualifications and experience.

The incumbent will have a demonstrated outstanding record of research and publication in Family Medicine and Primary Health Care and will be expected to maintain an ongoing vigorous research program. The candidate's research interests should complement or support existing areas of research in the Department of Family Medicine at The University of Western Ontario. The position will entail active collaboration with colleagues. Research will account for 70% of the incumbent's time.

The candidate will also have a commitment to and demonstrated aptitude for teaching and will be expected to teach at the graduate level and to supervise graduate theses. The incumbent will spend time on administration activities of the Centre, as Centre Director, and of the Department, as Departmental Research Director. The time for Administration and Teaching will be 30%.

The Department is seeking a candidate who has a national/international reputation as a Family Medicine/Primary Health Care researcher and who promotes the core principles of Family Medicine, interdisciplinary research and mixed methodologies. As well the incumbent should be a gifted mentor and collaborator.

The Department of Family Medicine is a major contributor to an integrated health care system for the city and contributes to outreach educational and research programs throughout Southern Ontario. The Department is affiliated with four active community based family medical centres in London and Mt. Brydges. The London Health Sciences Centre and St. Joseph's Health Care, London are major patient care, teaching and research centres.

The University of Western Ontario located in London, Ontario, graduates students with a full range of academic and professional programs. (See <http://www.uwo.ca> and <http://goodmove.london.on.ca> to learn more.) Western's Recruitment and Retention Office is available to assist in the transition of successful applicants and their families.

Applications will be accepted until the position is filled. Review of applications will begin after September 15, 2010. Interested applicants should submit a curriculum vitae and the names of three references to: Dr. Tom Freeman, Chair/Chief, Department of Family Medicine, Room 2704A, Clinical Skills Building, The University of Western Ontario, London, Ontario N6A 5C1.

Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity, welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.



## CAREERS CARRIÈRES

www.yorku.ca/acadjobs

York University offers a world-class, modern, interdisciplinary academic experience in Toronto, Canada's most multicultural city. York is at the centre of innovation, with a thriving community of almost 60,000 faculty, staff and students who challenge the ordinary and deliver the unexpected.

York University's Faculty of Health has an ambitious mission to be an integrative force for promoting health and improving health care, locally and globally. Our vision is to educate future global leaders who will redefine and advance health and human science. The Faculty consists of five integrated units encompassing: Health Policy and Management; Kinesiology and Health Science; Nursing, Psychology; and our Health Leadership and Learning Network for continuing education and professional development. We have over 9,000 students and 400 faculty members. Our faculty members include world-renowned researchers, educators and policy makers who are dedicated to inspiring our students about the difference they can make in health promotion and health care. Our 'classrooms' encompass laboratories, sport fields, clinics and community settings. We provide a sophisticated system of academic advising, enhanced classroom technology, experiential learning opportunities and information about health-related careers. Our integrative research spans the continuum from the laboratory to the bed side to the community. Internationally, we are collaborating with major institutions in India, China, Africa and the Middle East.

The following tenure-stream positions will commence July 1, 2011, and are subject to budgetary approval. Salaries will be commensurate with qualifications and experience. The successful candidates must be suitable for prompt appointment to the Faculty of Graduate Studies. Applications for all positions should be addressed to the appropriate contact person and area co-ordinates specified under each listing, at: **York University, 4700 Keele Street, Toronto, Ontario, Canada, M3J 1P3.**

## Faculty of Health

### TENURE-STREAM APPOINTMENTS

#### SCHOOL OF HEALTH POLICY AND MANAGEMENT

##### Health Informatics

Applications are invited for a full-time tenure-stream appointment, at the Assistant Professor level, in Health Informatics. Applicants should specialize in the areas of Health Informatics or Information Technology, with a focus on health applications. The program is particularly interested in recruiting candidates who are eligible for CIHR/SSHRC and external research funding. The position will involve graduate teaching and supervision in addition to undergraduate teaching. The successful candidate will play a pivotal role in the further development of the Health Informatics curriculum, and be expected to fully participate in a highly productive and collegial academic community.

Candidates must have completed a PhD or equivalent in either Health Informatics or a related field with a strong health informatics focus. Candidates should show excellence or promise of excellence in teaching and scholarly research. Successful teaching experience in relevant health-related fields and demonstrated excellence as a researcher in relevant health-related fields are preferable. Expertise in health information management, e-health, health indicators and performance measurement would be an asset.

Applicants should submit a letter of application with an up-to-date curriculum vitae, a statement of research and teaching interests, three letters of reference and teaching evaluations (if available), by **October 25, 2010**, to: **Ms. Regina Pinto, Health Informatics Hiring Committee, School of Health Policy and Management, Room 424 HNES. Tel.: 416.736.5157. Fax: 416.736.5227. E-mail: rpinto@yorku.ca.**

#### SCHOOL OF KINESIOLOGY AND HEALTH SCIENCE

##### Socio-cultural Aspects of Physical Activity and Health

Applications are invited for a full-time tenure-stream appointment, at the Assistant Professor level, in Socio-cultural Aspects of Physical Activity and Health. Applicants with expertise in the socio-cultural study of physical activity and health, emphasizing social determinants, practices and/or discourses that constrain or facilitate physical activity participation are preferred. An understanding of historical perspectives with regard to the social determinants of physical activity and health will be considered an asset.

##### Biostatistics and Quantitative Methods in Human Health and Disease

Applications are invited for a full-time tenure-stream appointment, at the Assistant Professor level, in Biostatistics and Quantitative Methods in Human Health and Disease. Applicants should have broad expertise in biostatistics, quantitative methods and/or mathematical or computational modelling as applied to human health and disease. The ability to teach univariate statistics at the

graduate level and research methods at the undergraduate level is required. Collaborative scholarly research opportunities exist, including with members of the Muscle Health Research Centre and/or the Centre for Vision Research.

Both positions involve undergraduate and graduate teaching and supervision in the graduate program in Kinesiology and Health Science (MA, M.Sc. and PhD). The current graduate programs include health-related aspects of exercise physiology, motor control, immunology, vision research, muscle research, neurobiology, biomechanics, psychology and fitness. Candidates are expected to develop a productive research program supported by external funding. A PhD is required, and post-doctoral experience is an asset. Candidates must demonstrate promise of excellence in undergraduate teaching. A previous and promising publication record in refereed journals is required. Information about the School can be obtained at [www.kinesiology.yorku.ca](http://www.kinesiology.yorku.ca) and [www.yorku.ca/ka/s](http://www.yorku.ca/ka/s).

Applicants should submit a curriculum vitae, a covering letter stating future research and teaching goals, three relevant reprints and contact information for three referees, by **December 1, 2010**, to: **Dr. Angelo Belcastro, Chair, School of Kinesiology and Health Science. E-mail: kinchair@yorku.ca.**

#### DEPARTMENT OF PSYCHOLOGY

##### Clinical Neuroscience and Aging

Applications are invited for a full-time tenure-stream appointment, at the Assistant Professor level, in Adult Clinical Psychology for individuals with a particular expertise in clinical neuroscience and aging. Our Clinical Psychology program is CPA- and APA-accredited. The position will involve research, undergraduate teaching, as well as graduate teaching and clinical supervision of students. The successful candidate will be expected to contribute to our recently developed graduate diploma in Neuroscience, and work collaboratively with other faculty members engaged in neuroscience research within the Departments of Psychology, Kinesiology and Health Sciences, and Biology. York University has a large and expanding program in cognitive neuroscience, and it recently acquired a state-of-the-art fMRI facility.

The successful applicant will have a PhD in Psychology, with a specialization in any aspect of clinical neuroscience and aging, and a program of research investigating the neural underpinnings of the aging process from a clinical perspective, using fMRI as the primary approach. An ideal candidate would have interests in healthy versus abnormal brain aging and/or neurodegenerative disorders from a lifespan perspective. Such an individual would provide a pivotal link between our Clinical Psychology program and the growing neuroscience group at York University, as well as between the Clinical Psychology program and our hospital partners affiliated with the Faculty of Health. Applicants must be registered, or eligible for registration, with the College of Psychologists of Ontario. Candidates should show excellence

or promise of excellence in teaching and scholarly research and publication.

Applicants should submit a letter of application with an up-to-date curriculum vitae, a statement of research and teaching interests, three reprints or preprints, three letters of reference and teaching evaluations (if available), by **December 1, 2010**, to: **Chair, Clinical Neuroscience and Aging Search Committee, Faculty of Health, Behavioural Science Building, Room 296. E-mail: psychchair@yorku.ca.**

##### Quantitative Methods

Applications are invited for a full-time tenure-stream appointment, at the Assistant Professor level, in Quantitative Methodology for psychological research. In addition to joining the existing quantitative faculty in the Department's Quantitative Methods area, the successful candidate will have opportunities to collaborate with researchers in one or more of the Department's six other areas, namely Brain, Behaviour and Cognitive Science, Clinical, Clinical-Developmental, Developmental and Cognitive Processes, History and Theory, and Social-Personality. The position will involve graduate teaching and supervision, as well as undergraduate teaching and research.

The successful candidate will have a PhD in Psychology. Applicants should have an ongoing program of research and specialize in one or more of the following areas related to quantitative methods: multi-level/hierarchical modelling; methods for brain imaging data; structural equation modelling; measurement (e.g., item response theory); non-parametric or robust methods; or methods for longitudinal data. Candidates should show excellence or promise of excellence in teaching and scholarly research and publication.

Applicants should submit a letter of application with an up-to-date curriculum vitae, a statement of research and teaching interests, three reprints or preprints, three letters of reference and teaching evaluations (if available), by **December 1, 2010**, to: **Chair, Quantitative Methods Search Committee, Department of Psychology, Faculty of Health, Behavioural Science Building, Room 296. E-mail: psychchair@yorku.ca.**

York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at [www.yorku.ca/acadjobs](http://www.yorku.ca/acadjobs), or a copy can be obtained by calling the affirmative action office at **416.736.5713**. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

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# COMMENT OPINIONS

## COMMENTARY

### Think Outside the Book

By MICHAEL BÉRUBÉ

A FEW years ago, I served on the Modern Language Association (MLA) Task Force on Evaluating Scholarship for Tenure and Promotion. The committee was formed in the belief that young scholars in literary studies, unable to place their first books with university presses, were failing to get tenure and withering on the vine. That belief, we discovered, was wrong.

There was indeed a crisis in the monograph, and scholarly books were being squeezed by both sides: cost-cutting university presses unwilling to publish books that would sell no more than 200 copies, and cuts to university library budgets, which largely accounted for the dramatic decline in book sales.

But somehow, junior faculty were still getting tenure — even at institutions that had begun to require books to achieve this status, without giving faculty members the time or research support to write them.

Still, the crucial question remains: why are we continuing to demand that our junior faculty produce monographs that fewer and fewer libraries are going to purchase — and still fewer people are going to read? Can't



we think of some other, better way to conduct scholarly exchange?

The problem begins, of course, with the dissertation: if you demand that graduate students write proto-books for their PhDs, the

departments that hire them will (quite reasonably) expect them to be able to revise those proto-books into first books.

So at some point in the committee's deliberations, I drafted a tentative statement on "rethinking" the dissertation.

We eventually decided, however, to leave this task to others. We had covered almost every aspect of the tenure process in English and the modern languages; we thought that it was time to pass the baton.

Sidonie Smith, the current MLA president, has now picked up that baton and run with it. In a provocative pair of newsletter columns, Professor Smith challenges the discipline to move "beyond the dissertation" and to begin to imagine the new and various forms scholarly work can take.

She rightly puts especial emphasis on the digital humanities: "Doctoral students in the modern languages will increasingly create and use digital archives and invent multimodal forms of scholarly presentation and communication in the next decade. Why should the dissertation remain inflexibly wedded to traditional book-culture formats?"

Traditionalists will no doubt complain that people such as Smith and myself are trying

to lower scholarly standards; perhaps we will even be accused of trying to replace dissertations with Twitter and blogs. For the record, I have nothing against books. I like them, I own a few and I plan to buy more. Some of my best friends write books.

But no discipline is so overinvested in the book, to the exclusion of all else, as English. Some of us are so habituated to this system that we simply don't know how to evaluate a piece of scholarship unless it comes in a binding.

But that system is slowly, surely, collapsing around us, even as new media for scholarly exchange are emerging. It is time, finally, for graduate programmes in English and the modern languages to ask themselves whether the proto-book is the only form of scholarship worthy of a doctoral degree — or whether we can begin to think outside the book. ■

Michael Bérubé is Paterno Family professor in literature at Pennsylvania State University.

This article first appeared in the 3 June 2010 edition of *Times Higher Education* ([www.timeshighereducation.co.uk](http://www.timeshighereducation.co.uk)). Reprinted with kind permission.

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## COMMENTARY

### Victories Large & Small in Fight for Pro-Rata Terms

By GEORGE DAVISON

SINCE CAUT adopted the pro-rata model of compensation for work done by contract academic staff, there has been considerable effort by member associations to highlight the per-course ghetto problem and look for solutions at the bargaining table. Several associations have put the pro-rata proposal on the table with mixed results: the University of Western Ontario was largely successful and Mount Allison used it to bargain improvements to the per-course stipend.

The ability to achieve a goal all at once or incrementally depends on a number of factors, not the least of which is timing, the availability of money to pay for it, and the will of all academic staff to support the concept both at and away from the bargaining table. Having been involved in both approaches over the years, I think a case study might illustrate the benefit of the incremental approach, especially when the alignment of stars might not occur as frequently as contract academics might wish.

The College of New Caledonia was established in British Columbia's central interior in 1969 and merged with the Prince George branch of the provincial vocational school in 1971 to form a comprehensive community college. The CNC Faculty Association was also established in 1969, and though members unionized in 1975, only full-time members were represented.

It took almost 10 years and a major arbitration in 1983–1984 to get part-time faculty into the bargaining unit. The compromise was a collective agreement divided into two sections, A and B, with B consisting of different language, an hourly wage scale, and mini-



mal benefits for contract academic staff. It was a start.

In 1987 negotiations, contract academic staff got recall rights for courses taught if they'd held three or more appointments in a four-year period. In 1989, that recall provision was improved — those with 12 months of continuous appointments, or intermittent appointments separated by less than six months, got recall rights. To keep track of who was doing what, a "blue book" was created, recording the name, discipline/area, start/finish dates, hours of appointment, course(s) taught, and campus (CNC has five campuses).

In the 1992 bargaining round, which took almost two years of negotiations, continuing part-time status was established for contract

academic staff, whereby those who worked 90 hours per year (the equivalent of two university half-courses) over two years got the right of first refusal for courses for which they were qualified (note: this was often more than what they had taught, as those with dual certification could teach in more than one area).

Benefits such as vacation pay, statutory holiday pay, professional development, and partial remuneration for cancelled courses were improved for continuing part-time and sessional (full-time for more than one month but with contracts for fixed periods) faculty. The union also began its own database of members to track work done with monthly information received from the employer.

While bargaining early in 1995, CNC was trying to hire faculty outside of the bargaining unit to give it more flexibility in pay and working conditions. The college president tried negotiating contracting out language with the faculty association's bargaining team over several evenings at the union office, but failed to reach an agreement. Faculty went on strike for almost four weeks. An arbitrator later awarded the language negotiated before the strike.

Also in 1995, unions that had tried co-ordinated bargaining once before were more or less forced to co-operate in light of the government's new bargaining structure that came out of the Report of the Commission of Inquiry into the Public Service and Public Sector (the "Korbin Commission") published in 1993. Compensation guidelines became mandatory for employers, and non-monetary issues also faced concerted resistance. The result was rotating strikes by eight locals of the Federation of Post-Secondary Educators' of BC (formerly the College Institute Educators

Association) early in 1996, where urban and suburban institutions were paired for co-ordinated one-day strikes.

The threat of increased job action forced the appointment of James Dorsey as arbitrator, and he imposed a "framework agreement" consisting of a common salary scale and the beginnings of a system approach to labour relations. At CNC, administrators and the faculty association blended the two parts of the local agreement into one, thus ending the separate section for the contract academics.

Unfortunately, union bargainers were not able to get rid of a bar to accumulating work (those who worked less than two-thirds of full-time work were paid on the secondary scale) and the secondary scale itself. CIEA locals were encouraged to standardize collective agreements (i.e., have workload, grievance and arbitration provisions and benefits in similar sections) and set expiry dates to line up with other faculty associations in BC.

Thus, in 1998, 24 unions — 17 CIEA locals and seven locals represented by the British Columbia Government and Service Employees' Union (BCGEU represents vocational instructors) — banded together to negotiate a common agreement.

One of the priorities was to eliminate the secondary scales; another was regularization (incremental). Though the former was not achieved, two of the last pieces bargained were common language (parameters and process) to bargain regularization locally and a letter of understanding promising to regularize the 13 most senior contract academics at CNC.

See VICTORIES Page A4 →